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ABSTRACT

Summary statistics and questionnaires are presented in this appendix to the Final Report of the National Survey of Head Start Supplementary Training/Child Development Associate (HSST/CDA) Competency Based Training Programs. (HSST/CDA training programs are intended to prepare Head Start classroom staff to meet the competency requirements of the CDA credential.) Summary statistics for all items on each of the three survey questionnaires (the HSST/CDA Project Manager's Questionnaire, the Field Supervisor/Trainer's Questionnaire, and the Trainee's Questionnaire) are presented in tabular form. Frequency tallies for appropriate items are presented for each federal region and for all regions together. Means for respondents in each federal region and for total respondents are presented for items addressing ordinal or interval data. Also included are copies of each of the three survey instruments. (Author/SE)

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AN ASSESSMENT OF HEAD START SUPPLEMENTARY TRAINING PROGRAMS IN PROVIDING CHILD DEVELOPMENT ASSOCIATE COMPETENCY BASED TRAINING

Prepared For

Administration for Children, Youth and Families

Department of Health, Education and Welfare

VOLUME III: APPENDIX - NATIONAL SURVEY

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This Final Report of the National Survey of HSST/CDA Competency Based Training Programs is presented in three volumes:

Volume I - Executive Summary of the Final Report

Volume II - Final Report

Volume III - Appendix to the Final Report

TABLE OF CONTENTS

	PAGE
SUMMARY STATISTICS	1
HSST/CDA PROJECT MANAGER'S QUESTIONNAIRE: SUMMARY STATISTICS	2
HSST/CDA FIELD SUPERVISOR/TRAINER'S QUESTIONNAIRE: SUMMARY STATISTICS	31
HSST/CDA TRAINEE'S QUESTIONNAIRE: SUMMARY STATISTICS	51
SURVEY INSTRUMENTS	78
HSST/CDA PROJECT MANAGER'S QUESTIONNAIRE FORM NPM FOR NATIONAL SURVEY OF HSST/CDA INSTITUTIONS	
HSST/CDA FIELD SUPERVISOR/TRAINER'S QUESTIONNAIRE FORM NFS FOR NATIONAL SURVEY OF HSST/CDA INSTITUTIONS	
HSST/CDA TRAINEE'S QUESTIONNAIRE FORM NTR FOR NATIONAL SURVEY OF HSST/CDA INSTITUTIONS	

SUMMARY STATISTICS

The tables presented on the following pages contain summary statistics for all items on each survey instrument. The summary statistics are presented for each survey instrument in the following order:

- HSST/CDA PROJECT MANAGER'S QUESTIONNAIRE
- HSST/CDA FIELD SUPERVISOR/TRAINER'S QUESTIONNAIRE
- HSST/CDA TRAINEE'S QUESTIONNAIRE

Under each of these headings the tables appear in the same order as the related items on the survey instrument.

Frequency tallies for appropriate items are presented. Percentages appear in braces immediately to the right of or below the frequency. Alternately, mean averages are presented for items requesting ordinal or interval data. Statistics are broken out by federal region and by total for both types of summary tables.

Some of the items contained in the HSST/CDA Project Manager's Questionnaire (Form NPM) and one in the HSST/CDA Field Supervisor/Trainer's Questionnaire (Form NFS) can be located in the Final Report, Volume II, and are not repeated here. Specifically, the reader is referred to Exhibit I in Volume II for a list of CDA learning modules used by CDA training programs (from Form NPM, item 50.2).

Items 9, 12.1, 22, 22.1 and 43.6 contained in Form NPM were included in the questionnaire for administrative purposes only.

Information gathered from item 27 on Form NFS can be found in Table 34 in the Final Report, Volume II.

HSST/CDA PROJECT MANAGER'S QUESTIONNAIRE: SUMMARY STATISTICS

HSST/CDA PROJECT MANAGER QUESTIONNAIRE (FORM NPM)
DISTRIBUTION AND RETURN PER FEDERAL REGION

Federal Region	Number of HSST/CDA Project Manager Forms Returned	Total Number of HSST/CDA Project Manager Forms Distributed	Percent Responding Per Region
1	11	13	85
2	9	12	75
3	7	10	70
4	12	18	67
5	10	30	33
6	11	12	92
7	6	9	67
8	1	1	100
9	3	4	75
10	5	5	100
IMPD	5	19	26
TOTAL	80	133	60

The institution is:

Region	Public	Private	Other	Total
I	9	1	1	11 (13.8)
II	4	5	0	9 (11.3)
III	5	1	1	7 (8.8)
IV	7	5	0	12 (15.0)
V	9	1	0	10 (12.5)
VI	11	0	0	11 (13.8)
VII	4	2	0	6 (7.5)
VIII	0	1	0	1 (1.3)
IX	3	0	0	3 (3.8)
X	3	2	0	5 (6.3)
IMPD	3	0	2	5 (6.3)
TOTAL	58 (72.5)	18 (22.5)	4 (5.0)	80 (100)

The institution is a:

Region	Two-year college	Four-year college	University	Other	Head Start Grantee	Total
I	2	2	2	0	5	11 (13.8)
II	0	3	4	0	2	9 (11.3)
III	0	2	1	0	4	7 (8.8)
IV	1	5	4	0	2	12 (15.0)
V	0	0	0	0	10	10 (12.5)
VI	3	1	5	0	2	11 (13.8)
VII	0	1	1	1	3	6 (7.5)
VIII	0	0	0	1	0	1 (1.3)
IX	2	0	0	0	1	3 (3.8)
X	0	1	1	1	2	5 (6.3)
IMPD	0	0	0	0	5	5 (6.3)
TOTAL	8 (10.0)	15 (18.8)	18 (22.5)	3 (3.8)	36 (45)	80 (100.0)

How long has your institution or agency been providing HSST/CDA training?

Region	Mean length of time in months	Number completed	Number not completed
I	30.3	11 (13.8)	0 (0)
II	62.0	7 (8.8)	2 (2.5)
III	21.0	4 (5.0)	3 (3.8)
IV	64.9	12 (15.0)	0 (0)
V	41.9	8 (10.0)	2 (2.5)
VI	65.7	11 (13.8)	0 (0)
VII	58.0	5 (6.3)	1 (1.3)
VIII	14.0	1 (1.3)	0 (0)
IX	49.0	3 (3.8)	0 (0)
X	27.4	5 (6.3)	0 (0)
IMPD	31.5	2 (2.5)	3 (3.8)
TOTAL	48.4	69 (86.3)	11 (13.7)

Within what college or department is the HSST/CDA program? (Frequency distributions are based on all HSST/CDA respondents rather than the 41 Educational Institutions.)

Region	Education	Early Childhood education	Psychology	Home Economics	College of Agriculture	Child development	Human Resources	Extension Division
I	0	2	0	0	0	0	0	1
II	2	0	0	0	0	0	0	1
III	1	1	0	0	0	0	0	1
IV	0	2	0	1	0	0	0	2
V	0	0	0	0	0	0	0	0
VI	4	0	0	0	0	2	0	0
VII	0	1	0	0	0	1	0	0
VIII	0	0	0	0	0	0	0	0
IX	0	0	0	0	0	0	1	0
X	0	0	0	0	0	0	0	1
IMPD	0	0	0	0	0	0	0	0
TOTAL	8 (10.0)	6 (7.5)	0 (0)	1 (1.3)	0 (0)	3 (3.8)	1 (1.3)	6 (7.5)

(Continued)

Region	Special CDA Program	Combination of Departments	Other	Head Start Grantee	Cooperating Institution	Not Completed	Total
I	2	1	0	5	0	0	11 (13.8)
II	1	0	3	1	1	0	9 (11.3)
III	0	0	0	2	2	0	7 (8.8)
IV	1	3	1	0	2	0	12 (15.0)
V	0	0	0	7	3	0	10 (12.5)
VI	1	1	1	1	1	0	11 (13.8)
VII	0	0	1	1	2	0	6 (7.5)
VIII	0	0	1	0	0	0	1 (1.3)
IX	0	0	0	0	1	1	3 (3.8)
X	0	0	1	0	2	0	5 (6.3)
IMPD	0	0	1	1	3	0	5 (6.3)
TOTAL	5 (6.3)	5 (6.3)	9 (11.3)	18 (22.5)	17 (21.25)	1 (1.3)	80 (100.0)

How many Head Start grantees does your institution or agency serve?

Region	Mean number Served	Total number Served	Not Completed	Total
I	6.2	68	0 (0)	11 (13.8)
II	2.6	23	0 (0)	9 (11.3)
III	1.7	12	0 (0)	7 (8.8)
IV	3.9	47	0 (0)	12 (15.0)
V	1.0	10	0 (0)	10 (12.5)
VI	7.1	71	1 (1.3)	11 (13.8)
VII	6.0	36	0 (0)	6 (7.5)
VIII	57.0	57	0 (0)	1 (1.3)
IX	10.3	31	0 (0)	3 (3.8)
X	8.0	40	0 (0)	5 (6.3)
IMPD	1.0	5	0 (0)	5 (6.3)
TOTAL	5.1	400	1 (1.3)	80 (100)

How large a geographic area does your institution or agency serve?

Region	City-wide	County-wide	State-wide	Multi-state	Multi-county	Multi-city	Other	Total
I	1	3	5	1	1	0	0	11 (13.8)
II	2	3	1	0	2	1	0	9 (11.3)
III	0	1	2	0	4	0	0	7 (8.8)
IV	1	4	3	0	4	0	0	12 (15.0)
V	0	4	0	0	6	0	0	10 (12.5)
VI	0	2	5	0	4	0	0	11 (13.8)
VII	0	1	3	0	2	0	0	6 (7.5)
VIII	0	0	0	1	0	0	0	1 (1.3)
IX	0	0	1	1	1	0	0	3 (3.8)
X	0	1	4	0	0	0	0	5 (6.3)
IMPD	0	2	1	0	1	0	1	5 (6.3)
TOTAL	4 (5.0)	21 (26.3)	25 (31.3)	3 (3.8)	25 (31.3)	1 (1.3)	1 (1.3)	80 (100)

The type of area served is predominately:

Region	Urban	Rural	Both urban and rural	Total
I	2	3	6	11 (13.8)
II	3	1	5	9 (11.3)
III	0	2	5	7 (8.8)
IV	1	0	11	12 (15.0)
V	2	5	3	10 (12.5)
VI	0	2	9	11 (13.8)
VII	1	2	3	6 (7.5)
VIII	0	0	1	1 (1.3)
IX	0	0	3	3 (3.8)
X	0	0	5	5 (6.3)
IMPD	0	2	3	5 (6.3)
TOTAL	9 (11.3)	17 (21.3)	54 (67.5)	80 (100.0)

How is your Head Start Supplementary Training money received from your Regional Children Youth and Family Unit?

Region	Grant	Contract	Subcontract	No Funds received yet	Total
I	5	6	0	0	11 (13.8)
II	2	1	6	0	9 (11.3)
III	4	0	3	0	7 (8.8)
IV	0	2	10	0	12 (15.0)
V	7	0	0	3	10 (12.5)
VI	3	8	0	0	11 (13.8)
VII	3	3	0	0	6 (7.5)
VIII	0	1	0	0	1 (1.3)
IX	1	2	0	0	3 (3.8)
X	2	3	0	0	5 (6.3)
IMPD	5	0	0	0	5 (6.3)
TOTAL	32 (40.0)	26 (32.5)	19 (23.8)	3 (3.8)	80 (100.0)

What is the dollar amount of your HSST grant/contract?

Region	Total amount	Mean amount	Number Completed	Number not Completed
I	263,085	23,917	11 (13.8)	0 (0)
II	222,177	24,686	9 (11.3)	0 (0)
III	124,748	17,821	7 (8.8)	0 (0)
IV	436,836	36,403	12 (15.0)	0 (0)
V	179,101	17,910	10 (12.5)	0 (0)
VI	643,055	58,460	11 (13.8)	0 (0)
VII	175,828	29,305	6 (7.5)	0 (0)
VIII	214,999	214,999	1 (1.3)	0 (0)
IX	291,049	97,016	3 (3.8)	0 (0)
X	228,092	45,618	5 (6.3)	0 (0)
IMPD	70,500	14,100	5 (6.3)	0 (0)
TOTAL	2,849,470	35,618	80 (100.0)	0 (0)

How much is allocated to the CDA training program?

Region	Total amount	Mean amount	Number Completed	Number not completed
I	182,864	16,624	11 (13.8)	0 (0)
II	172,213	19,135	9 (11.3)	0 (0)
III	125,723	17,960	7 (8.8)	0 (0)
IV	334,959	30,451	11 (13.8)	1 (1.3)
V	8,528	853	10 (12.5)	0 (0)
VI	619,891	56,354	11 (13.8)	0 (0)
VII	113,828	18,971	6 (7.5)	0 (0)
VIII	63,222	63,222	1 (1.3)	0 (0)
IX	173,050	57,683	3 (3.8)	0 (0)
X	156,755	31,351	5 (6.3)	0 (0)
IMPD	50,000	10,000	5 (6.3)	0 (0)
TOTAL	2,001,033	25,330	79 (98.7)	1 (1.3)

Are any other funds used in providing CDA training?

Region	Yes	No	Total
I	4	7	11 (13.8)
II	2	7	9 (11.3)
III	1	6	7 (8.8)
IV	5	7	12 (15.0)
V	6	4	10 (12.5)
VI	1	10	11 (13.8)
VII	1	5	6 (7.5)
VIII	0	1	1 (1.3)
IX	1	2	3 (3.8)
X	1	4	5 (6.3)
IMPD	2	3	5 (6.3)
TOTAL	24 (30)	56 (70)	80 (100.0)

What is the estimated annual cost per trainee of CDA training at your institution?

Region	Average Cost (in dollars)	Number completed	Number not completed
I	704	10 (12.5)	1 (1.3)
II	1,349	7 (8.8)	2 (2.5)
III	483	6 (7.5)	1 (1.3)
IV	1,491	12 (15.0)	0 (0)
V	350	9 (11.3)	1 (1.3)
VI	944	9 (11.3)	2 (2.5)
VII	1,033	4 (5.0)	2 (2.5)
VIII	210	1 (1.3)	0 (0)
IX	238	1 (1.3)	2 (2.5)
X	964	4 (5.0)	1 (1.3)
IMPD	592	4 (5.0)	1 (1.3)
TOTAL	891	67 (83.8)	13 (16.2)

Estimate the percent of annual cost of CDA training that goes for:

Region	Average % for Academic training	Average % for Field training	Average % for Administration	Average % for Other	Number Completed	Number Not Completed
I	24.1	57.2	16.3	2.4	10 (12.5)	1 (1.3)
II	35.4	46.1	16.1	2.3	7 (8.8)	2 (2.5)
III	50.9	33.1	11.6	4.4	7 (8.8)	0 (0)
IV	26.5	39.0	28.7	5.8	12 (15.0)	0 (0)
V	24.4	62.4	11.7	1.5	10 (12.5)	0 (0)
VI	26.0	50.8	17.6	5.6	10 (12.5)	1 (1.3)
VII	11.8	59.8	15.8	12.6	5 (6.3)	1 (1.3)
VIII	25.0	75.0	0.0	0.0	1 (1.3)	0 (0)
IX	27.5	37.5	21.2	0.0	2 (2.5)	1 (1.3)
X	46.8	21.6	10.8	20.4	5 (6.3)	0 (0)
IMPD	22.5	67.5	5.0	2.5	4 (5.0)	1 (1.3)
TOTAL	29.2	48.7	16.8	5.3	73 (91.3)	7 (8.7)

How many CDA training slots are you funded to provide?

Region	Mean number of slots	Total number	Number completed	Number not Completed
I	20.9	209	10 (12.5)	1 (1.3)
II	13.4	94	7 (8.8)	2 (2.5)
III	30.9	216	7 (8.8)	0 (0)
IV	31.8	318	10 (12.5)	2 (2.5)
V	10.6	85	8 (10.0)	2 (2.5)
VI	60.8	608	10 (12.5)	1 (1.3)
VII	15.7	94	6 (7.5)	0 (0)
VIII	257.0	257	1 (1.3)	0 (0)
IX	77.5	155	2 (2.5)	1 (1.3)
X	38.6	193	5 (6.3)	0 (0)
IMPD	18.0	90	5 (6.3)	0 (0)
TOTAL	32.7	2,319	71 (88.8)	9 (11.2)

Does your institution or agency need technical assistance for implementing CDA training?

Region	Yes	No	Total
I	6	5	11 (13.8)
II	3	6	9 (11.3)
III	2	5	7 (8.8)
IV	3	9	12 (15.0)
V	3	7	10 (12.5)
VI	3	8	11 (13.8)
VII	2	4	6 (7.5)
VIII	0	1	1 (1.3)
IX	1	2	3 (3.8)
X	3	2	5 (6.3)
IMPD	2	3	5 (6.3)
TOTAL	28 (35)	52 (65)	80 (100.0)

If yes, in what specific areas is assistance needed?

Region	Materials	Training Methods	Workshops	Trainer of Trainers	Field Supervisor	Other	(N=28) Total
I	1	4	2	2	1	1	11
II	1	1	2	1	0	0	5
III	0	1	2	0	1	0	4
IV	2	1	2	1	1	0	7
V	2	1	1	3	2	0	9
VI	0	2	1	2	4	0	9
VII	2	2	2	1	1	0	8
VIII	0	0	0	0	0	0	0
IX	1	1	0	1	0	0	3
X	1	2	2	2	1	1	9
IMPD	1	1	2	2	1	1	8
TOTAL	11 (13.8)	16 (20.0)	16 (20.0)	15 (18.8)	12 (15.0)	3 (3.8)	73

Does your institution or agency need technical assistance in preparing students for assessment by the CDA Consortium?

Region	Yes	No	Not completed	Total
I	1	10	0	11 (13.8)
II	1	8	0	9 (11.3)
III	2	5	0	7 (8.8)
IV	1	11	0	12 (15.0)
V	1	8	1	10 (12.5)
VI	2	9	0	11 (13.8)
VII	1	5	0	6 (7.5)
VIII	0	1	0	1 (1.3)
IX	0	3	0	3 (3.8)
X	2	3	0	5 (6.3)
IMPD	0	5	0	5 (6.3)
TOTAL	11 (13.8)	68 (84.9)	1 (1.3)	80 (100.0)

How many Head Start classroom staff are currently enrolled in HSST training other than CDA?

Region	Total number of teachers	Total number of teacher aides	Number Completed	Number not Completed
I	36	40	11 (13.8)	0 (0)
II	43	16	9 (11.3)	0 (0)
III	8	0	7 (8.8)	0 (0)
IV	57	23	12 (15.0)	0 (0)
V	2	2	10 (12.5)	0 (0)
VI	29	0	10 (12.5)	1 (1.3)
VII	44	9	6 (7.5)	0 (0)
VIII	85	59	1 (1.3)	0 (0)
IX	14	15	3 (3.8)	0 (0)
X	17	15	3 (3.8)	2 (2.5)
IMPD	8	6	5 (6.3)	0 (0)
TOTAL	343	185	77 (96.2)	3 (3.8)

How many Head Start classroom staff are currently enrolled in CDA training?

Region	Total number of teachers	Total number of teacher aides	Number Completed	Number not Completed
I	94	116	11 (13.8)	0 (0)
II	54	82	8 (10.0)	1 (1.3)
III	102	98	7 (8.8)	0 (0)
IV	275	132	12 (15.0)	0 (0)
V	64	62	10 (12.5)	0 (0)
VI	308	265	10 (12.5)	1 (1.3)
VII	117	64	6 (7.5)	0 (0)
VIII	116	141	1 (1.3)	0 (0)
IX	249	326	3 (3.8)	0 (0)
X	74	84	4 (5.0)	1 (1.3)
IMPD	20	64	5 (6.3)	0 (0)
TOTAL	1,473	1,434	77 (96.2)	3 (3.8)

How many Head Start non-classroom staff are currently enrolled in HSST training other than CDA

Region	Total number of staff	Number completed	Number not completed
I	86	11 (13.8)	0 (0)
II	19	9 (11.3)	0 (0)
III	4	6 (7.5)	1 (1.3)
IV	14	12 (15.0)	0 (0)
V	0	10 (12.5)	0 (0)
VI	18	10 (12.5)	1 (1.3)
VII	65	6 (7.5)	0 (0)
VIII	35	1 (1.3)	0 (0)
IX	82	3 (3.8)	0 (0)
X	78	4 (5.0)	1 (1.3)
IMPD	2	5 (6.3)	0 (0)
TOTAL	403	77 (96.2)	3 (3.8)

How many Head Start non-classroom staff are currently enrolled in CDA training?

Region	Total number of staff	Number completed	Number not completed
I	4	10 (12.5)	1 (1.3)
II	6	9 (11.3)	0 (0)
III	12	7 (8.8)	0 (0)
IV	12	12 (15.0)	0 (0)
V	0	10 (12.5)	0 (0)
VI	50	10 (12.5)	1 (1.3)
VII	21	6 (7.5)	0 (0)
VIII	0	1 (1.3)	0 (0)
IX	48	3 (3.8)	0 (0)
X	2	4 (5.0)	1 (1.3)
IMPD	10	5 (6.3)	0 (0)
TOTAL	165	77 (96.2)	3 (3.8)

How many trainees are concurrently enrolled in both HSST and CDA training?

Region	Total number of Classroom Staff	Total number of Non-Classroom Staff	Number Completed	Number not Completed
I	48	8	10 (12.5)	1 (1.3)
II	35	12	9 (11.3)	0 (0)
III	21	3	6 (7.5)	1 (1.3)
IV	31	0	12 (15.0)	0 (0)
V	26	0	8 (10.0)	2 (2.5)
VI	56	0	9 (11.3)	2 (2.5)
VII	32	6	5 (6.3)	1 (1.3)
VIII	99	35	1 (1.3)	0 (0)
IX	99	49	3 (3.8)	0 (0)
X	129	30	4 (5.0)	1 (1.3)
IMPD	1	0	5 (6.3)	0 (0)
TOTAL	577	143	72 (90.0)	8 (10)

Does the program have a waiting list of persons who wish to receive HSST/CDA training?

Region	Yes	No	Total
I	5	6	11 (13.8)
II	7	2	9 (11.3)
III	5	2	7 (8.8)
IV	8	4	12 (15.0)
V	6	4	10 (12.5)
VI	8	3	11 (13.8)
VII	5	1	6 (7.5)
VIII	1	0	1 (1.3)
IX	1	2	3 (3.8)
X	3	2	5 (6.3)
IMPD	2	3	5 (6.3)
TOTAL	51 (63.8)	29 (36.2)	80 (100.0)

If yes, how many persons are on the list for CDA training?

Region	Total number on list	Number completed	Number not completed
I	25	9 (11.3)	2 (2.5)
II	67	7 (8.8)	2 (2.5)
III	62	7 (8.8)	0 (0)
IV	234	11 (13.8)	1 (1.3)
V	48	7 (8.8)	3 (3.8)
VI	164	10 (12.5)	1 (1.3)
VII	43	5 (6.3)	1 (1.3)
VIII	186	1 (1.3)	0 (0)
IX	0	2 (2.5)	1 (1.3)
X	30	4 (5.0)	1 (1.3)
IMPD	178	5 (6.3)	0 (0)
TOTAL	1,037	68 (85.0)	12 (15.0)

What is your estimate of the number of CDA trainees that your program will be able to accommodate on an annual basis one year from today based on your present or planned level of funding?

Region	Total number of trainees	Number completed	Number not completed
I	147	10 (12.5)	1 (1.3)
II	116	7 (8.8)	2 (2.5)
III	225	7 (8.8)	0 (0)
IV	509	12 (15.0)	0 (0)
V	94	5 (6.3)	5 (6.3)
VI	687	11 (13.8)	0 (0)
VII	82	4 (5.0)	2 (2.5)
VIII	200	1 (1.3)	0 (0)
IX	655	3 (3.8)	0 (0)
X	221	5 (6.3)	0 (0)
IMPD	102	5 (6.3)	0 (0)
TOTAL	3,038	70 (87.5)	10 (12.5)

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In the event the CDA program expands in the next five years, how would you be willing to increase the number of trainees served?

	REGION										(N= 80)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Admit more CDA trainees to my program	6	4	2	4	5	3	3	1	1	2	2	33(41.3)
Prefer to stay with the same number of trainees and let another institution serve other trainees	0	0	0	0	1	0	0	0	0	0	0	1 (1.3)
Could double in size given appropriate funding	4	5	1	6	2	4	1	1	1	2	1	28(35.0)
Could triple in size given appropriate funding	3	3	1	5	0	3	0	1	0	1	1	18(22.5)
Prefer to stay with the same number of trainees and increase services to trainees with additional funding	1	0	1	0	2	3	1	0	2	1	0	11(13.8)
Other	1	0	3	0	2	3	1	0	0	1	1	12(15.0)

How many CDA trainees dropped out within the past year?

Region	Total number dropping out	Number completed	Number not completed
I	31	10 (12.5)	1 (1.3)
II	22	9 (11.3)	0 (0)
III	19	7 (8.8)	0 (0)
IV	43	12 (15.0)	0 (0)
V	16	9 (11.3)	1 (1.3)
VI	68	10 (12.5)	1 (1.3)
VII	5	5 (6.3)	1 (1.3)
VIII	15	1 (1.3)	0 (0)
IX	112	3 (3.8)	0 (0)
X	12	4 (5.0)	1 (1.3)
IMPD	20	5 (6.3)	0 (0)
TOTAL	363	75 (93.7)	5 (6.3)

What is the most frequent reason for CDA trainees dropping out? (Rank 1 = most frequent)

	Average Rank
Lack of interest	3.4865 = 5
Program is too difficult	4.4800 = 7
Program is too time-consuming	2.4706 = 3
Lack of work release time	4.2917 = 6
Family demands increased	2.2564 = 2
Lack of financial resources	5.1905 = 8
Left Head Start employment	2.2500 = 1
Other	3.1111 = 4

How many of the following are used as criteria for CDA trainee selection (statistics reported are the total number of HSST/CDA project managers indicating using the criteria)?

	REGION											(N=80)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
High school graduate or above	3	4	3	7	3	4	1	0	0	2	2	29 (36.3)
Leadership ability	3	4	4	2	2	4	2	0	1	1	2	25 (31.3)
Good job performance	3	5	5	6	5	7	4	1	2	1	4	43 (53.8)
Interest in pursuing BA/BS degree	3	4	4	3	2	3	1	1	2	2	2	26 (32.5)
Interest in Early Childhood Education field	10	8	5	10	6	7	4	1	3	4	4	62 (77.5)
Seniority in Head Start program	3	5	4	4	1	5	2	0	2	1	1	28 (35.0)
Seniority on waiting list for training	3	5	2	4	2	3	2	1	2	1	1	26 (32.5)
Ease in attending program	4	3	1	3	0	3	1	0	1	1	2	19 (23.8)
Good physical condition	2	3	3	6	1	2	0	0	0	1	3	21 (26.3)
Age limitation	0	1	1	2	0	3	0	0	0	0	0	7 (8.8)
Not (no longer) eligible for HSST training	1	0	2	3	0	2	0	0	1	1	0	10 (12.5)
Completed Associate Arts degree	0	1	1	2	0	2	1	0	0	0	0	7 (8.8)
Completed BA/BS degree	1	0	0	2	0	1	1	0	0	0	0	5 (6.3)
Needed to fill training quota	5	2	1	4	0	5	0	1	1	0	0	19 (23.8)
Trainee preference	9	5	4	6	3	4	2	0	3	4	1	41 (51.3)
Need to upgrade trainee's classroom to meet performance standards	8	6	3	6	4	6	4	0	3	2	1	43 (53.8)
Trainee interest in building on previous Head Start (or other) training	7	5	5	9	1	6	4	1	3	3	4	48 (60.0)
Head Start grantee career development plan	6	9	5	7	3	5	4	1	3	2	4	49 (61.3)
Other	1	1	1	0	3	1	2	0	1	3	2	15 (18.8

Are trainees granted work-release time for their training, class attendance, etc.?

Region	Yes	No	Not completed	Total
I	9	0	2	11 (13.8)
II	6	3	0	9 (11.3)
III	7	0	0	7 (8.8)
IV	11	1	0	12 (15.0)
V	9	1	0	10 (12.5)
VI	5	4	2	11 (13.8)
VII	6	0	0	6 (7.5)
VIII	1	0	0	1 (1.3)
IX	3	0	0	3 (3.8)
X	4	1	0	5 (6.3)
IMPD	4	0	1	5 (6.3)
TOTAL	65 (81.3)	10 (12.5)	5 (6.3)	80 (100.0)

How many trainees are parents of children who are attending or have attended Head Start?

Region	Total number of trainees	Number completed	Number Not Completed
I	28	8 (10.0)	3 (3.8)
II	48	9 (11.3)	0 (0)
III	58	6 (7.5)	1 (1.3)
IV	123	9 (11.3)	3 (3.8)
V	31	7 (8.8)	3 (3.8)
VI	76	5 (6.3)	6 (7.5)
VII	13	5 (6.3)	1 (1.3)
VIII	-	0 (0)	1 (1.3)
IX	26	1 (1.3)	2 (2.5)
X	6	1 (1.3)	4 (5.0)
IMPD	57	5 (6.3)	0 (0)
TOTAL	466	56 (70.0)	24 (30.0)

Characteristics of CDA Trainees: Age

Region	20 and under	21-30	31-40	41-50	50 and over	Total	Number completed	Number not Completed
I	3	39	54	23	11	130	9 (11.3)	2 (2.5)
II	0	48	51	10	2	111	7 (8.8)	2 (2.5)
III	2	52	58	26	11	149	6 (7.5)	1 (1.3)
IV	2	101	100	90	19	312	10 (12.5)	2 (2.5)
V	1	22	37	5	6	71	7 (8.8)	3 (3.8)
VI	0	70	74	46	9	199	6 (7.5)	5 (6.3)
VII	0	7	23	12	2	44	3 (3.8)	3 (3.8)
VIII	-	-	-	-	-	-	0 (0)	1 (1.3)
IX	0	46	45	15	0	106	1 (1.3)	2 (2.5)
X	0	46	22	20	1	89	3 (3.8)	2 (2.5)
IMPD	0	106	31	2	0	139	5 (6.3)	0 (0)
TOTAL	8	537	495	249	61	1,350	57 (71.3)	23 (28.7)

Characteristics of CDA Trainees: Sex

Region	Female	Male	Total	Number completed	Number not completed
I	198	5	203	11 (13.8)	0 (0)
II	150	15	165	9 (11.3)	0 (0)
III	147	2	149	6 (7.5)	1 (1.3)
IV	302	10	312	10 (12.5)	2 (2.5)
V	82	0	82	8 (11.3)	2 (2.5)
VI	252	12	264	7 (8.8)	4 (5.0)
VII	128	0	128	5 (5.0)	1 (1.3)
VIII	250	7	257	1 (1.3)	0 (0)
IX	104	2	106	1 (1.3)	2 (2.5)
X	81	8	89	3 (3.8)	2 (2.5)
IMPD	82	12	94	5 (6.3)	0 (0)
TOTAL	1,776	73	1,849	66 (82.5)	14 (17.5)

Characteristics of CDA Trainees: Ethnic Group

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Hispanic	6	71	7	2	5	132	0	86	62	1	50	422
American Indian or Alaskan Native	1	0	0	2	0	1	1	23	2	21	39	90
Asian or Pacific Islander	0	0	0	0	0	0	0	0	1	0	0	1
Black/Negro non-Hispanic	20	23	64	260	30	100	11	25	23	17	0	573
Caucasian/White non-Hispanic	177	59	78	48	36	31	39	123	18	50	5	664
Total	204	153	149	312	71	264	51	257	106	89	94	1750
Number Completed	11	7	6	10	6	7	4	1	1	3	5	61 (76.3)
Number not completed	0	2	1	2	4	4	2	0	2	2	0	19 (23.7)

Characteristics of CDA Trainees: Highest Education Completed

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Some High School or less	3	9	9	1	6	57	4	13	-	10	11	114
High School graduate or GED	13	21	8	185	33	118	4	22	-	26	7	437
Some college, no degree	92	34	117	114	29	89	39	142	-	68	63	787
Associate Arts degree	11	4	0	6	1	6	3	53	-	26	0	110
BA/BS degree or above	8	3	5	6	2	19	1	27	-	38	0	109
Total	127	71	139	312	71	289	51	257	-	168	81	1557
Number completed	9	6	6	10	7	6	4	1	0	4	4	57 (71.3)
Number not completed	2	3	1	2	3	5	2	0	3	1	1	23 (28.7)

How many HSST/CDA staff are engaged in the following activities?

Region	Total Number of Full-Time Staff: Academic Training	Field Training	Administration	Other	(N=62) Total	Total Number of Part-Time Staff: Academic Training	Field Training	Administration	Other	(N=62) Total
I	22	18	2	0	42	5	34	10	9	58
II	15	5	2	1	23	3	1	3	2	9
III	28	24	3	0	55	36	7	3	0	46
IV	3	6	6	3	18	7	17	6	1	31
V	28	3	1	0	32	5	11	2	0	18
VI	18	26	5	2	51	6	8	5	0	19
VII	4	13	1	1	19	4	10	2	0	16
VIII	0	0	4	0	4	0	55	0	0	55
IX	3	3	3	0	9	5	50	1	0	56
X	4	0	0	1	5	1	1	2	1	5
IMPD	1	13	3	0	17	10	0	0	0	10
TOTAL	126	111	30	8	275	82	194	34	13	323

17

Is college credit given for CDA training?

Region	Yes	No	Total
I	11	0	11 (13.8)
II	8	1	9 (11.3)
III	7	0	7 (8.8)
IV	12	0	12 (15.0)
V	3	7	10 (12.5)
VI	10	1	11 (13.8)
VII	4	2	6 (7.5)
VIII	1	0	1 (1.3)
IX	3	0	3 (3.8)
X	5	0	5 (6.3)
IMPD	2	3	5 (6.3)
TOTAL	66 (82.5)	14 (17.5)	80 (100.0)

If yes, what is the maximum number of credits offered for CDA training?

Region	Mean of Maximum Credits Offered	Number completed	Number not Completed
I	23.5	11 (16.7)	0 (0)
II	37.9	8 (12.1)	0 (0)
III	26.9	7 (10.6)	0 (0)
IV	41.8	10 (15.1)	2 (3.0)
V	8.0	2 (3.0)	1 (1.5)
VI	28.5	10 (15.1)	0 (0)
VII	42.0	4 (6.1)	0 (0)
VIII	52.0	1 (1.5)	0 (0)
IX	31.3	3 (4.5)	0 (0)
X	34.6	5 (7.6)	0 (0)
IMPD	9.0	1 (1.5)	1 (1.5)
TOTAL	31.7	62 (95.9)	4 (6.1)

If yes, upon what basis are credits granted (statistics reported are number of project managers selecting the alternatives)?

	REGION											(N=66)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Classroom courses completed	5	2	3	6	1	3	0	1	0	0	0	21(31.8)
Verified past experience	1	0	1	1	0	0	0	0	0	0	0	3 (4.5)
Demonstrated competence	1	0	1	4	0	1	0	1	1	0	0	9(13.6)
Proficiency examinations	0	0	0	1	0	0	1	0	0	0	0	2 (3.0)
Field training completed	3	0	0	2	1	1	0	0	0	0	0	7(10.6)
Combination of classroom and field training	3	3	3	3	2	2	1	0	2	2	1	22(33.3)
Supervised field experience	1	3	1	4	0	1	0	0	0	1	0	11(16.7)
Other	1	1	0	1	0	1	1	0	0	0	0	5 (7.6)

If no, why is college credit not given (statistics reported are number of project managers selecting the alternatives)?

	REGION										(N=14)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Training is not provided by a degree-granting institution	0	1	0	0	6	1	1	0	0	0	0	9(64.3)
A degree-granting institution provides training but will not grant credit	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Training institution does not give credit for field training	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Training institution does not provide credit for the acquisition of CDA competencies	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Other	0	0	0	0	1	0	1	0	0	0	3	5(35.7)

The amount of credit (noted above) will meet elective course requirements for an Associate Arts degree program.

Region	Yes	No	Not completed	Total
I	8	2	1	11 (16.7)
II	3	2	3	8 (12.1)
III	6	1	0	7 (10.6)
IV	5	2	5	12 (18.2)
V	0	3	0	3 (4.5)
VI	6	2	2	10 (15.1)
VII	4	0	0	4 (6.1)
VIII	1	0	0	1 (1.5)
IX	2	1	0	3 (4.5)
X	1	1	3	5 (7.6)
IMPD	1	0	1	2 (3.0)
TOTAL	37 (56.1)	14 (21.2)	15 (22.7)	66(100.0)

The amount of credit (noted above) will meet non-elective course requirements for an Associate Arts degree program.

Region	Yes	No	Not completed	Total
I	6	3	2	11 (16.7)
II	3	2	3	8 (12.1)
III	4	1	2	7 (10.6)
IV	4	3	5	12 (18.2)
V	2	1	0	3 (4.5)
VI	5	2	3	10 (15.1)
VII	3	1	0	4 (6.1)
VIII	1	0	0	1 (1.5)
IX	2	1	0	3 (4.5)
X	2	0	3	5 (7.6)
IMPD	0	0	2	2 (3.0)
TOTAL	32 (48.5)	14 (21.2)	20 (30.3)	66(100.0)

The amount of credit (noted above) will meet elective course requirements for a BA/BS degree program.

Region	Yes	No	Not completed	Total
I	8	2	1	11 (16.7)
II	4	2	2	8 (12.1)
III	7	0	0	7 (10.6)
IV	8	2	2	12 (18.2)
V	0	3	0	3 (4.5)
VI	8	0	2	10 (15.1)
VII	3	1	0	4 (6.1)
VIII	1	0	0	1 (1.5)
IX	1	2	0	3 (4.5)
X	0	1	4	5 (7.6)
IMPD		0	1	2 (3.0)
TOTAL	41 (62.1)	13 (19.7)	12 (18.2)	66 (100.0)

The amount of credit (noted above) will meet non-elective course requirements for a BA/BS degree program.

Region	Yes	No	Not completed	Total
I	6	3	2	11 (16.7)
II	2	2	4	8 (12.1)
III	4	1	2	7 (10.6)
IV	4	3	5	12 (18.2)
V	0	3	0	3 (4.5)
VI	5	4	1	10 (15.1)
VII	2	2	0	4 (6.1)
VIII	1	0	0	1 (1.5)
IX	1	2	0	3 (4.5)
X	0	1	4	5 (7.6)
IMPD	0	0	2	2 (3.0)
TOTAL	25 (37.9)	21 (31.8)	20 (30.3)	66 (100.0)

Are the credits awarded for CDA training usually transferable to another institution?

Region	Yes	No	Don't know	Not completed	Total
I	8	0	3	0	11 (13.8)
II	7	0	1	1	9 (11.3)
III	7	0	0	0	7 (8.8)
IV	11	0	1	0	12 (15.0)
V	1	1	3	5	10 (12.5)
VI	9	1	1	0	11 (13.8)
VII	3	2	1	0	6 (7.5)
VIII	1	0	0	0	1 (1.3)
IX	3	0	0	0	3 (3.8)
X	4	0	1	0	5 (6.3)
IMPD	2	0	0	3	5 (6.3)
TOTAL	56 (70.0)	4 (5.0)	11 (13.8)	9 (11.3)	80 (100.0)

If yes, specify where credit is transferable to:

Region	Vocational School	2- Year Private College	4-Year Private College	2-Year State college	4-Year State college
I	5	5	5	7	8
II	4	5	6	5	7
III	4	5	5	6	6
IV	6	8	9	10	11
V	1	1	1	1	1
VI	5	9	9	8	8
VII	1	0	0	1	4
VIII	1	1	1	1	1
IX	1	1	1	3	3
X	1	2	3	2	4
IMPD	1	1	2	1	1
TOTAL (N=56)	30 (53.6)	38 (67.9)	42 (75.0)	45 (80.4)	54 (96.4)

Do other educational institutions cooperate with you to provide CDA training?

Region	Yes	No	Total
I	8	3	11 (13.8)
II	4	5	9 (11.3)
III	4	3	7 (8.8)
IV	4	8	12 (15.0)
V	6	4	10 (12.5)
VI	2	9	11 (13.8)
VII	4	2	6 (7.5)
VIII	1	0	1 (1.3)
IX	3	0	3 (3.8)
X	5	0	5 (6.3)
IMPD	4	1	5 (6.3)
TOTAL	45 (56.3)	35 (43.8)	80 (100.0)

If yes, how many?

Region	Total number of cooperating institutions/consultants
I	12
II	7
III	5
IV	9
V	9
VI	11
VII	11
VIII	21
IX	18
X	23
IMPD	5
TOTAL	131

If yes, what kind of institution?

Region	Community College of 2-Year College	4-Year College of University	Individual Consultants	Private Training Contractors	Other
I	4	6	2	0	1
II	2	1	0	0	1
III	1	3	0	0	1
IV	2	3	1	0	0
V	4	1	2	0	0
VI	2	1	0	0	0
VII	1	4	1	0	0
VIII	1	1	1	0	0
IX	3	2	0	0	0
X	3	3	0	0	0
IMPD	3	2	0	0	0
TOTAL (N=45)	26 (57.8)	27 (60.0)	7 (15.6)	0 (0)	3 (6.7)

If yes, how many of these institutions give credit under these arrangements?

Region	Total Number of Institutions	Number Completed	Number not completed
I	12	7 (15.6)	1 (2.2)
II	—	0 (0)	4 (8.9)
III	3	3 (6.7)	1 (2.2)
IV	8	3 (6.7)	1 (2.2)
V	5	6 (13.3)	0 (0)
VI	11	2 (4.4)	0 (0)
VII	9	4 (8.9)	0 (0)
VIII	21	1 (2.2)	0 (0)
IX	7	2 (4.4)	1 (2.2)
X	11	4 (8.9)	1 (2.2)
IMPD	2	4 (8.9)	0 (0)
TOTAL	89	36 (80.0)	9 (20.0)

If yes, from how many of these institutions do you accept credits for CDA training?

Region	Total Number of Institutions	Number completed	Number not completed
I	11	7 (15.6)	1 (2.2)
II	—	0 (0)	4 (8.9)
III	4	3 (6.7)	1 (2.2)
IV	8	3 (6.7)	1 (2.2)
V	5	6 (13.3)	0 (0)
VI	11	2 (4.4)	0 (0)
VII	9	4 (8.9)	0 (0)
VIII	21	1 (2.2)	0 (0)
IX	10	2 (4.4)	1 (2.2)
X	11	4 (8.9)	1 (2.2)
IMPD	2	4 (8.9)	0 (0)
TOTAL	92	36 (80.0)	9 (20.0)

If yes, how many give no credits for training?

Region	Total Number of Institutions	Number completed	Number not completed
I	0	7 (15.6)	1 (2.2)
II	0	1 (2.2)	3 (6.7)
III	1	3 (6.7)	1 (2.2)
IV	0	3 (6.7)	1 (2.2)
V	3	6 (13.3)	0 (0)
VI	0	2 (4.4)	0 (0)
VII	2	4 (8.9)	0 (0)
VIII	0	1 (2.2)	0 (0)
IX	3	2 (4.4)	1 (2.2)
X	0	4 (8.9)	1 (2.2)
IMPD	3	4 (8.9)	0 (0)
TOTAL	12	37 (82.2)	8 (17.8)

What is the average planned length of the CDA training program at your institution?

Region	Mean Length of Time in Months	Number Completed	Number not completed
I	24.5	11 (13.8)	0 (0)
II	23.3	9 (11.3)	0 (0)
III	23.4	7 (8.8)	0 (0)
IV	22.8	12 (15.0)	0 (0)
V	20.4	10 (12.5)	0 (0)
VI	24.1	11 (13.8)	0 (0)
VII	18.0	4 (5.0)	2 (2.5)
VIII	-	0 (0)	1 (1.3)
IX	28.0	3 (3.8)	0 (0)
X	28.8	5 (6.3)	0 (0)
IMPD	24.0	4 (5.0)	1 (1.3)
TOTAL	23.4	76 (95.0)	4 (5.0)

What is the average length of time CDA trainees take to complete CDA training and acquire the CDA competencies?

Region	Mean Length of Time in Months	Number Completed	Number not completed
I	24.3	8 (10.0)	3 (3.8)
II	24.0	7 (8.8)	2 (2.5)
III	21.3	6 (7.5)	1 (1.3)
IV	22.1	11 (13.8)	1 (1.3)
V	24.8	10 (12.5)	0 (0)
VI	25.4	11 (13.8)	0 (0)
VII	18.0	3 (3.8)	3 (3.8)
VIII	20.0	1 (1.3)	0 (0)
IX	30.0	2 (2.5)	1 (1.3)
X	22.0	3 (3.8)	2 (2.5)
IMPD	21.0	4 (5.0)	1 (1.3)
TOTAL	23.4	66 (82.5)	14 (17.5)

What is the largest number of CDA trainees that a field supervisor/field trainer supervises? (One trainer to: _____ trainees.)

Region	Mean Number of CDA Trainees Supervised	Number Completed	Number not Completed
I	8.0	11 (13.8)	0 (0)
II	16.0	9 (11.3)	0 (0)
III	14.9	7 (8.8)	0 (0)
IV	16.3	12 (15.0)	0 (0)
V	10.1	10 (12.5)	0 (0)
VI	25.5	11 (13.8)	0 (0)
VII	15.3	6 (7.5)	0 (0)
VIII	18.0	1 (1.3)	0 (0)
IX	16.3	3 (3.8)	0 (0)
X	7.8	4 (5.0)	1 (1.3)
IMPD	12.4	5 (6.3)	0 (0)
TOTAL	14.8	79 (98.7)	1 (1.3)

What is the smallest number of CDA trainees that a field supervisor/field trainer supervises? (One trainer to: _____ trainees.)

Region	Mean Number of CDA Trainees Supervised	Number Completed	Number not Completed
I	3.1	11 (13.8)	0 (0)
II	13.7	9 (11.3)	0 (0)
III	12.6	7 (8.8)	0 (0)
IV	13.7	12 (15.0)	0 (0)
V	5.8	10 (12.5)	0 (0)
VI	16.7	10 (12.5)	1 (1.3)
VII	5.2	6 (7.5)	0 (0)
VIII	3.0	1 (1.3)	0 (0)
IX	7.7	3 (3.8)	0 (0)
X	2.3	4 (5.0)	1 (1.3)
IMPD	9.4	5 (6.3)	0 (0)
TOTAL	9.6	78 (97.5)	2 (2.5)

Are CDA learning modules or learning units used in your CDA training program (a learning module or unit is defined as a structure for experiences and activities designed to help a learner acquire and demonstrate a specific competency or group of competencies in an effective and efficient manner)?

Region	Yes	No	Total
I	9	2	11 (13.8)
II	7	2	9 (11.3)
III	6	1	7 (8.8)
IV	10	2	12 (15.0)
V	9	1	10 (12.5)
VI	8	3	11 (13.8)
VII	5	1	6 (7.5)
VIII	1	0	1 (1.3)
IX	2	1	3 (3.8)
X	5	0	5 (6.3)
IMPD	1	4	5 (6.3)
TOTAL	63 (78.8)	17 (21.3)	80 (100)

If yes, do you develop your own learning modules?

Region	Yes	No	Total
I	7	2	9 (13.4)
II	6	1	7 (10.4)
III	5	1	6 (8.9)
IV	9	1	10 (14.9)
V	4	6	10 (14.9)
VI	6	2	8 (11.9)
VII	1	4	5 (7.5)
VIII	1	0	1 (1.5)
IX	1	2	3 (4.5)
X	3	2	5 (7.5)
IMPD	0	3	3 (4.5)
TOTAL	43 (64.2)	24 (35.8)	67 (100)

What changes, in your opinion, have taken place in Head Start programs your institution or agency serves as a consequence of CDA training? Check those you feel are most important (statistics reported are numbersof project managers responding to selected alternatives)?

	REGION											(N = 80)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Improvement in the way teachers work with children, parents and staff	9	8	5	12	6	10	6	1	3	3	3	66 (82.5)
More staff turnover	1	0	2	2	0	1	0	0	0	0	1	7 (8.8)
Trainees are more aware of their actions as teacher in relation to children's behavior and see children as individuals	8	9	6	11	8	11	5	1	3	4	3	69 (86.3)
No changes have taken place	1	0	0	0	1	0	1	0	0	0	0	3 (3.8)
Less staff turnover	1	0	0	1	0	2	0	1	1	0	1	7 (8.8)
Other	1	0	1	2	3	4	1	1	0	2	0	15 (18.8)

What changes have taken place as a result of the CDA training program at your institution (statistics reported are numbersof project managers responding to selected alternatives)?

	REGION											(N = 80)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
New staff added	3	3	1	4	2	3	3	1	1	0	0	21 (26.3)
Staff better trained	2	2	1	6	3	4	3	1	2	1	3	28 (35.0)
Training is now more closely related to the CDA competencies	3	6	5	10	4	6	5	1	3	3	2	48 (60.0)
Training incorporated inverted curriculum (Trainees can take Early Childhood courses before taking other college courses)	4	5	5	8	4	5	2	1	2	1	0	37 (46.3)
Practicum in working with children revised (that is, increase in length, nature of field supervision changed, requiring work experience)	3	2	1	9	4	6	1	1	1	0	1	29 (36.3)
Other	3	0	1	3	0	1	0	1	0	0	0	9 (11.3)

What, in your opinion is the greatest strength of the CDA program (statistics reported are numbers of project managers responding to selected alternatives)?

	REGION											(N = 80)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Training is more relevant to the job in comparison to college coursework alone	8	8	7	10	6	9	5	1	2	3	2	61 (76.3
CDA training assists individuals in attaining competence	7	7	4	8	8	9	3	1	3	3	3	56 (70.0
Other	3	1	1	2	1	1	1	1	0	1	0	12 (15.0

What are the areas that need the most improvement in the CDA training program (statistics reported are numbers of project managers responding to selected alternatives)?

	REGION											(N = 80)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Training should be more closely related to competencies	1	0	1	2	0	0	0	0	0	0	0	4 (5.0)
Field supervisors/trainers could be better trained	2	0	2	2	0	0	0	0	0	1	0	7 (8.8)
Training materials should be more readily available	3	3	2	2	2	3	2	0	0	1	2	20 (25.0)
Trainees are too far from training centers	1	1	0	4	2	4	0	0	1	0	0	13 (16.3)
More funds should be available for the CDA training program	6	6	3	11	6	9	4	1	2	1	2	51 (63.8)
Inadequate field supervision	2	0	0	1	1	2	0	0	0	0	1	7 (8.8)
Other	4	1	1	2	2	1	2	1	1	1	1	17 (21.3)

What is the total number of CDA trainees from your institution that have been assessed by the CDA Consortium?

Region	Total Number of Trainees Assessed	Number Completed	Number not Completed
I	60	11 (13.8)	0 (0)
II	61	8 (10.0)	1 (1.3)
III	26	7 (8.8)	0 (0)
IV	157	12 (15.0)	0 (0)
V	52	10 (12.5)	0 (0)
VI	403	11 (13.8)	0 (0)
VII	33	6 (7.5)	0 (0)
VIII	122	1 (1.3)	0 (0)
IX	129	3 (3.8)	0 (0)
X	55	4 (5.0)	1 (1.3)
IMPD	49	5 (6.3)	0 (0)
TOTAL	1,147	78 (98.5)	2 (2.5)

How many CDA trainees from your institution have been assessed by the CDA Consortium in the current program year?

Region	Total Number of Trainees Assessed	Number Completed	Number not Completed
I	28	11 (13.8)	0 (0)
II	9	8 (10.0)	1 (1.3)
III	15	7 (8.8)	0 (0)
IV	52	11 (13.8)	1 (1.3)
V	2	10 (12.5)	0 (0)
VI	99	11 (13.8)	0 (0)
VII	30	6 (7.5)	0 (0)
VIII	19	1 (1.3)	0 (0)
IX	71	3 (3.8)	0 (0)
X	11	4 (5.0)	1 (1.3)
IMPD	23	5 (6.3)	0 (0)
TOTAL	359	77 (96.2)	3 (3.8)

How many CDA trainees from your institution have been assessed by the CDA Consortium in the past program year?

Region	Total Number of Trainees Assessed	Number Completed	Number not Completed
I	26	11 (13.8)	0 (0)
II	38	8 (10.0)	1 (1.3)
III	11	7 (8.8)	0 (0)
IV	75	11 (13.8)	1 (1.3)
V	41	10 (12.5)	0 (0)
VI	236	11 (13.8)	0 (0)
VII	3	6 (7.5)	0 (0)
VIII	99	1 (1.3)	0 (0)
IX	58	3 (3.8)	0 (0)
X	34	4 (5.0)	1 (1.3)
IMPD	45	5 (6.3)	0 (0)
TOTAL	666	77 (96.2)	3 (3.8)

How many CDA trainees from your institution to date have been awarded the CDA Credential?

Region	Total Number of Trainees Receiving Credential	Number Completed	Number Not Completed
I	60	11 (13.8)	0 (0)
II	61	8 (10.0)	1 (1.3)
III	21	7 (8.8)	0 (0)
IV	151	11 (13.8)	1 (1.3)
V	49	10 (12.5)	0 (0)
VI	359	11 (13.8)	0 (0)
VII	33	6 (7.5)	0 (0)
VIII	122	1 (1.3)	0 (0)
IX	129	3 (3.8)	0 (0)
X	55	4 (5.0)	1 (1.3)
IMPD	49	5 (6.3)	0 (0)
TOTAL	1,089	77 (96.2)	3 (3.8)

How many current CDA trainees have applied to the CDA Consortium for assessment (if none, enter "0")?

Region	Total Number of Trainees Applying	Number Completed	Number not Completed
I	30	11 (13.8)	0 (0)
II	33	8 (10.0)	1 (1.3)
III	76	7 (8.8)	0 (0)
IV	128	12 (15.0)	0 (0)
V	20	9 (11.3)	1 (1.3)
VI	431	11 (13.8)	0 (0)
VII	22	5 (6.3)	1 (1.3)
VIII	71	1 (1.3)	0 (0)
IX	295	2 (2.5)	1 (1.3)
X	18	4 (5.0)	1 (1.3)
IMPD	25	5 (6.3)	0 (0)
TOTAL	1,149	75 (93.7)	5 (6.3)

How many current CDA trainees have completed the CDA training program and have not applied for assessment (if none, enter "0")?

Region	Number of CDA Trainees	Number Completed	Number not complete
I	7	9 (11.3)	2 (2.5)
II	2	8 (10.0)	1 (1.3)
III	3	6 (7.5)	1 (1.3)
IV	17	12 (15.0)	0 (0)
V	7	10 (12.5)	0 (0)
VI	40	10 (12.5)	1 (1.3)
VII	36	6 (7.5)	0 (0)
VIII	17	1 (1.3)	0 (0)
IX	178	3 (3.8)	0 (0)
X	5	4 (5.0)	1 (1.3)
IMPD	0	4 (5.0)	1 (1.3)
TOTAL	312	73 (91.2)	7 (8.8)

How many CDA trainees have had a minimum of eight (8) months full-time experience or sixteen (16) months part-time experience working with three to five year-old children in a center setting prior to beginning CDA training?

Region	All	Most	Some	None	Not Completed	Total
I	5	2	2	2	0	11 (13.8)
II	5	3	0	0	1	9 (11.3)
III	4	1	0	1	1	7 (8.8)
IV	8	3	0	0	1	12 (15.0)
V	6	4	0	0	0	10 (12.5)
VI	3	4	1	0	3	11 (13.8)
VII	5	1	0	0	0	6 (7.5)
VIII	0	0	1	0	0	1 (1.3)
IX	2	0	0	0	1	3 (3.8)
X	:	:	:	0	2	5 (6.3)
IMPD	3	0	2	0	0	5 (6.3)
TOTAL	42 (52.5)	19 (23.8)	7 (8.8)	3 (3.8)	9 (11.3)	80 (100)

Estimate the number of CDA trainees in your program who will be ready for assessment by the CDA Consortium by:

Region	March 1978	June 1978	September 1978	Later than September, 1978	Total
I	25	30	5	97	157
II	3	23	7	99	132
III	19	16	43	132	210
IV	20	60	57	155	292
V	15	53	0	72	140
VI	67	121	78	335	601
VII	37	30	0	2	69
VIII	122	48	12	27	209
IX	2	22	10	46	80
X	16	36	7	85	144
IMPD	6	3	5	67	81
TOTAL	332	442	224	1,117	2,115

Do you need additional information about the CDA Consortium and the Credential Award System?

Region	Yes	No	Not Completed	Total
I	1	10	0	11 (13.8)
II	0	9	0	9 (11.3)
III	0	7	0	7 (8.8)
IV	2	9	1	12 (15.0)
V	2	7	1	10 (12.5)
VI	0	11	0	11 (13.8)
VII	0	6	0	6 (7.5)
VIII	0	1	0	1 (1.3)
IX	0	3	0	3 (3.8)
X	0	4	1	5 (6.3)
IMPD	0	4	1	5 (6.3)
TOTAL	5 (6.3)	71 (88.9)	4 (5.0)	80 (100)

HSST/CDA FIELD SUPERVISOR/TRAINER'S QUESTIONNAIRE: SUMMARY STATISTICS

HSST/CDA FIELD SUPERVISOR/TRAINER QUESTIONNAIRE (FORM NFS)
DISTRIBUTION AND RETURN PER FEDERAL REGION

Federal Region	Number of HSST/CDA Field Supervisor/Trainer Forms Returned	Total Number of HSST/CDA Field Supervisor/Trainer Forms Distributed	Percent Responding Per Region
1	34	63	54
2	11	28	39
3	16	26	62
4	21	40	53
5	16	46	35
6	30	41	73
7	8	35	23
8	30	60	50
9	29	58	50
10	24	35	69
IMPD	6	26	23
TOTAL	225	458	49

Sex of field supervisor:

Region	Male	Female	Not Completed	Total (N = 225)
I	4	29	1	34 (15.1)
II	0	11	0	11 (4.9)
III	2	13	1	16 (7.1)
IV	2	19	0	21 (9.3)
V	2	14	0	16 (7.1)
VI	2	28	0	30 (13.3)
VII	0	8	0	8 (3.6)
VIII	4	26	0	30 (13.3)
IX	3	26	0	29 (12.9)
X	1	23	0	24 (10.7)
IMPD	0	6	0	6 (2.7)
TOTAL	20 (8.9)	203 (90.2)	2 (0.9)	225 (100)

Age of field supervisor:

Region	20 and under	21-30	31-40	41-50	50 and over	Not Completed	Total (N = 225)
I	0	6	15	8	5	0	34 (15.1)
II	0	1	4	4	0	2	11 (4.9)
III	0	9	3	2	2	0	16 (7.1)
IV	0	12	7	0	1	1	21 (9.3)
V	0	2	5	8	1	0	16 (7.1)
VI	0	10	10	8	2	0	30 (13.3)
VII	0	2	2	2	2	0	8 (3.6)
VIII	0	11	15	3	0	1	30 (13.3)
IX	0	11	13	2	2	1	29 (12.9)
X	0	8	9	6	1	0	24 (10.7)
IMPD	0	3	3	0	0	0	6 (2.7)
TOTAL	0	75	86	43	16	5	225
	(0)	(33.4)	(38.2)	(19.1)	(7.1)	(2.2)	(100)

Ethnic group of field supervisor:

	REGION											(N = 225
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Hispanic	0	4	0	0	0	2	0	6	4	2	2	20 (8.9)
American Indian/ Alaskan Native	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Asian or Pacific Islander	1	0	0	0	0	0	0	0	2	0	0	3 (1.3)
Black/Negro non-Hispanic	2	2	3	4	4	2	0	0	2	1	0	20 (8.9)
Caucasian/White non-Hispanic	30	5	13	16	12	25	7	24	20	21	4	177 (78.7)
Not completed	1	0	0	1	0	1	1	0	1	0	0	5 (2.2)
Total	34 (15.1)	11 (4.9)	16 (7.1)	21 (9.3)	16 (7.1)	30 (13.3)	8 (3.6)	30 (13.3)	29 (12.9)	24 (10.7)	6 (2.7)	225 (100)

Highest educational level completed:

	REGION											(N = 225
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Some High School or less	0	0	0	0	0	0	0	0	0	0	0	0 (0)
High School Graduate or GED	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Some college, no degree	0	0	2	0	1	0	0	3	0	1	0	7 (3.1)
Associate Arts Degree	0	0	0	0	3	0	0	0	4	1	0	8 (3.6)
BA/BS Degree or above	34	11	14	21	12	29	8	26	25	22	6	208 (92.4)
Not completed	0	0	0	0	0	1	0	1	0	0	0	2 (0.9)
Total	34 (15.1)	11 (4.9)	16 (7.1)	21 (9.3)	16 (7.1)	30 (13.3)	8 (3.6)	30 (13.3)	29 (12.9)	24 (10.7)	6 (2.7)	225 (100)

Do you have a CDA credential?

Region	Yes	No	Not completed	Total (N = 225)
I	0	34	0	34 (15.1)
II	0	11	0	11 (4.9)
III	0	16	0	16 (7.1)
IV	0	21	0	21 (9.3)
V	2	14	0	16 (7.1)
VI	2	28	0	30 (13.3)
VII	1	7	0	8 (3.6)
VIII	6	24	0	30 (13.3)
IX	5	24	0	29 (12.9)
X	3	21	0	24 (10.7)
IMPD	1	5	0	6 (2.7)
TOTAL	20 (8.9)	205 (91.1)	0 (0)	225 (100)

How long have you been employed as a CDA Field Supervisor/Field Trainer by the present institution?

Region	Mean length of Time in months	Number Completed	Number Not completed
I	22.9	34 (15.1)	0 (0)
II	27.5	11 (4.9)	0 (0)
III	8.9	16 (7.1)	0 (0)
IV	20.0	20 (8.9)	1 (0.45)
V	12.0	16 (7.1)	0 (0)
VI	27.8	30 (13.3)	0 (0)
VII	7.3	8 (3.6)	0 (0)
VIII	11.4	30 (13.3)	0 (0)
IX	18.9	28 (12.4)	1 (0.45)
X	23.7	24 (10.7)	0 (0)
IMPD	27.3	6 (2.7)	0 (0)
TOTAL	19.3	223 (99.1)	2 (0.9)

Have you been employed as a CDA Field Supervisor/Field Trainer by any other institution?

Region	Yes	No	Not Completed	Total (N = 225
I	2	32	0	34 (15.1)
II	0	11	0	11 (4.9)
III	2	14	0	16 (7.1)
IV	0	21	0	21 (9.3)
V	6	9	1	16 (7.1)
VI	3	27	0	30 (13.3)
VII	0	8	0	8 (3.6)
VIII	4	25	1	30 (13.3)
IX	4	25	0	29 (12.9)
X	2	21	1	24 (10.7)
IMPD	3	3	0	6 (2.7)
TOTAL	26 (11.6)	196 (87.1)	3 (1.3)	225 (100)

If yes, for what length of time?

Region	Mean length of time in months	Number completed	Number not completed
I	6.0	1 (3.8)	1 (3.8)
II	0.0	0 (0)	0 (0)
III	23.5	2 (7.7)	0 (0)
IV	0.0	0 (0)	0 (0)
V	12.2	6 (23.1)	0 (0)
VI	16.0	3 (11.5)	0 (0)
VII	0.0	0 (0)	0 (0)
VIII	36.3	3 (11.5)	1 (3.8)
IX	12.0	3 (11.5)	1 (3.8)
X	15.0	2 (7.7)	0 (0)
IMPD	24.0	3 (11.5)	0 (0)
TOTAL	18.3	23 (88.5)	3 (11.5)

You are employed as a CDA Field Supervisor/Trainer:

Region	Full-time	Part-time	Volunteer	Not completed	Total (N = 225)
I	3	25	6	0	34 (15.1)
II	8	3	0	0	11 (4.9)
III	3	6	4	3	16 (7.1)
IV	9	12	0	0	21 (9.3)
V	0	16	0	0	16 (7.1)
VI	14	15	1	0	30 (13.3)
VII	1	7	0	0	8 (3.6)
VIII	1	26	1	2	30 (13.3)
IX	6	23	0	0	29 (12.9)
X	1	23	0	0	24 (10.7)
IMPD	2	4	0	0	6 (2.7)
TOTAL	48 (21.4)	160 (71.1)	12 (5.3)	5 (2.2)	225 (100)

Indicate the number of hours per week that you are employed as a CDA Field Supervisor/Trainer:

Region	Mean hours per week	Number completed	Number not completed
I	11.4	29 (12.9)	5 (2.2)
II	29.1	11 (4.9)	0 (0)
III	20.4	13 (5.8)	3 (1.3)
IV	26.3	21 (9.3)	0 (0)
V	11.4	16 (7.1)	0 (0)
VI	26.2	29 (12.9)	1 (0.45)
VII	21.9	8 (3.6)	0 (0)
VIII	10.6	30 (13.3)	0 (0)
IX	18.0	28 (12.4)	1 (0.45)
X	10.0	23 (10.2)	1 (0.45)
IMPD	24.5	6 (2.7)	0 (0)
TOTAL	17.7	214 (95.1)	11 (4.9)

List the number of hours that you spend performing your HSST/CDA job responsibilities as a CDA Field Supervisor/Trainer:

	REGION											(N = 225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Mean of hours spent in Academic Training	2.4	3.5	6.1	3.8	0.9	5.7	2.1	1.3	2.6	1.7	3.2	3.0
Mean of hours spent in Field Training	7.3	19.1	10.7	14.1	7.5	15.1	13.7	5.9	11.9	5.5	14.6	10.5
Mean of hours spent in Administration	1.3	3.7	2.5	5.2	1.3	2.4	4.1	1.7	2.1	1.0	3.2	2.3
Mean of hours spent in other	1.1	0.8	1.1	1.9	0.5	2.3	2.1	1.7	2.1	0.6	0.4	1.5
Number completed	28	9	13	17	13	28	7	27	24	18	5	189 (84.0)
Number not completed	6	2	3	4	3	2	1	3	5	6	1	36 (16.0)

Indicate the amounts of experience you've had working with three to five-year olds in each of the following settings (statistics reported are mean numbers of months of experience):

	REGION											(N = 225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Day Care Center	14.3	6.8	18.4	8.2	13.5	9.1	12.6	12.6	20.8	17.8	24.8	14.1
Kindergarten	17.9	27.5	12.7	9.4	15.6	19.2	15.4	3.7	6.4	13.0	16.0	13.2
Nursery and other Pre-School, including Title I	46.2	26.7	15.3	5.9	42.9	20.2	31.1	8.8	12.3	13.8	24.0	21.5
Head Start	28.7	40.9	16.4	15.8	52.7	28.5	21.3	55.9	30.0	30.2	40.0	32.8
Special Education	10.9	2.2	0.0	5.1	3.2	5.6	1.5	1.4	5.8	2.4	6.0	4.6
Counseling	4.0	15.3	0.0	4.6	12.8	3.6	3.0	6.0	8.7	2.6	12.0	5.8
Other	10.2	39.9	18.8	5.1	2.4	9.1	78.0	5.7	10.7	11.3	20.0	13.4

Indicate any experience prior to this year that you've had training staff to work with young children (statistics reported are number of field supervisors indicating prior experience in an area):

	REGION											(N=225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	Total
Supervision of student teachers at college/university	22	2	7	9	5	18	5	7	9	8	2	94 (41.8)
Supervising HSST trainees	12	4	6	5	9	17	3	11	10	10	3	90 (40.0)
Supervising CDA trainees	24	8	5	11	11	24	1	12	18	19	4	137 (60.9)
Designing training materials	19	7	11	12	10	16	6	17	12	12	4	126 (56.0)
In-service/Pre-service training to Head Start staff or other child care facility	33	10	12	15	16	26	8	24	20	21	4	189 (84.0)
Workshops	26	8	12	14	13	23	6	21	21	21	4	169 (75.1)
Teaching college courses	21	8	7	14	9	19	6	11	13	14	4	126 (56.0)
Local assessment team member	18	8	6	11	11	24	4	13	14	12	4	125 (55.6)
Other experince	6	4	5	6	5	8	2	5	12	7	4	64 (28.4)

How many CDA trainees do you now supervise?

Region	Mean number of Trainees Supervised	Number completed	Number not completed
I	5.2	34 (15.1)	0 (0)
II	11.7	11 (4.9)	0 (0)
III	11.3	16 (7.1)	0 (0)
IV	13.7	20 (8.9)	1 (0.4)
V	10.7	16 (7.1)	0 (0)
VI	19.8	30 (13.3)	0 (0)
VII	17.8	8 (3.6)	0 (0)
VIII	6.0	30 (13.3)	0 (0)
IX	11.0	29 (12.9)	0 (0)
X	8.2	24 (10.7)	0 (0)
IMPD	16.3	6 (2.7)	0 (0)
TOTAL	11.0	224 (99.6)	1 (0.4)

How many CDA trainees have you supervised that have completed training but have not completed their formal CDA assessment?

Region	Total number of CDA Trainees	Number completed	Number not completed
I	35	30 (13.3)	4 (1.8)
II	24	9 (4.0)	2 (0.9)
III	11	15 (6.7)	1 (0.4)
IV	91	20 (8.9)	1 (0.4)
V	51	16 (7.1)	0 (0)
VI	175	25 (11.1)	5 (2.2)
VII	17	8 (3.6)	0 (0)
VIII	25	28 (12.4)	2 (0.9)
IX	64	28 (12.4)	1 (0.4)
X	38	23 (10.2)	1 (0.4)
IMPD	12	6 (2.7)	0 (0)
TOTAL	543	208 (92.4)	17 (7.6)

What is the average length of time your CDA trainees take to complete CDA training and acquire the CDA competencies?

Region	Mean length of time in months	Number completed	Number not completed
I	22.4	24 (10.7)	10 (4.4)
II	21.8	9 (4.0)	2 (0.9)
III	15.4	8 (3.6)	8 (3.6)
IV	19.7	17 (7.6)	4 (1.8)
V	22.5	11 (4.9)	5 (2.2)
VI	19.3	28 (12.4	2 (0.9)
VII	7.4	5 (2.2)	3 (1.3)
VIII	17.7	20 (8.9)	10 (4.4)
IX	27.8	21 (9.3)	8 (3.6)
X	23.3	17 (7.6)	7 (3.1)
IMPD	24.0	4 (1.8)	2 (0.9)
TOTAL	21.0	164 (72.9)	61 (27.1)

On the average, how often do you visit each CDA trainee at his/her center each month?

Region	Mean number of visits per month	Number completed	Number not completed
I	2.5	33 (14.7)	1 (0.4)
II	3.4	11 (4.9)	0 (0)
III	2.9	14 (6.2)	2 (0.9)
IV	2.0	20 (8.9)	1 (0.4)
V	2.6	15 (6.7)	1 (0.4)
VI	1.6	29 (12.9)	1 (0.4)
VII	1.6	8 (3.6)	0 (0)
VIII	4.7	29 (12.9)	1 (0.4)
IX	2.6	28 (12.4)	1 (0.4)
X	3.2	23 (10.2)	1 (0.4)
IMPD	3.0	6 (2.7)	0 (0)
TOTAL	2.8	216 (96.0)	9 (4.0)

On the average, how many hours per visit do you spend with the trainee?

Region	Mean number of hours per visit	Number completed	Number not completed
I	3.2	33 (14.7)	1 (0.4)
II	3.9	11 (4.9)	0 (0)
III	2.8	14 (6.2)	2 (0.9)
IV	3.9	20 (8.9)	1 (0.4)
V	3.6	16 (7.1)	0 (0)
VI	3.4	29 (12.9)	1 (0.4)
VII	4.0	8 (3.6)	0 (0)
VIII	3.1	28 (12.4)	2 (0.9)
IX	3.2	28 (12.4)	1 (0.4)
X	2.6	23 (10.2)	1 (0.4)
IMPD	5.0	6 (2.7)	0 (0)
TOTAL	3.3	216 (96.0)	9 (4.0)

Do you meet with trainees at places other than their Head Start center?

Region	Yes	No	Not completed	(N = 225) Total
I	27	6	1 (0.45)	34 (15.1)
II	9	2	0 (0)	11 (4.9)
III	11	5	0 (0)	16 (7.1)
IV	17	4	0 (0)	21 (9.3)
V	10	6	0 (0)	16 (7.1)
VI	23	7	0 (0)	30 (13.3)
VII	4	4	0 (0)	8 (3.6)
VIII	13	17	0 (0)	30 (13.3)
IX	25	3	1 (0.45)	29 (12.9)
X	15	9	0 (0)	24 (10.7)
IMPD	3	3	0 (0)	6 (2.7)
TOTAL	157 (69.8)	66 (29.3)	2 (0.9)	225 (100)

If yes, how often each month?

Region	Mean number of times per month	Number completed	Number not Completed
I	1.9	26 (11.6)	8 (3.6)
II	2.4	10 (4.4)	1 (0.4)
III	1.7	16 (7.1)	0 (0)
IV	2.5	19 (8.4)	2 (0.9)
V	1.0	16 (7.1)	0 (0)
VI	2.3	27 (12.0)	3 (1.3)
VII	1.3	8 (3.6)	0 (0)
VIII	0.5	28 (12.4)	2 (0.9)
IX	1.5	26 (11.6)	3 (1.3)
X	1.3	23 (10.2)	1 (0.4)
IMPD	1.6	5 (2.2)	1 (0.4)
TOTAL	1.6	204 (90.7)	21 (9.3)

On the average, how many hours per month of the CDA trainee's time is spent in the following activities (statistics reported are mean number of hours spent by the CDA trainee per month):

	REGION											(N=225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	Total
Preparation for field experiences	9.0	7.6	4.6	3.3	8.4	5.1	0.8	5.6	5.0	4.0	11.7	5.7
Supervised Field Training (observing trainee working with children and discussing performance with Field Supervisor)	6.5	35.4	9.1	7.4	9.5	16.4	14.2	8.2	15.3	6.1	17.3	11.7
Other assigned field experiences or field training	2.2	5.3	2.8	2.9	2.8	1.4	3.2	2.5	2.4	1.7	9.7	2.7
Preparation for classes	3.9	8.1	8.1	5.2	3.3	7.0	0.0	5.3	2.4	5.9	10.2	5.2
Attending seminars/ workshops	4.9	7.4	3.7	5.6	4.0	5.2	5.6	4.6	7.6	3.2	5.0	5.1
Other	1.9	5.4	6.1	1.3	1.7	1.3	0.0	2.3	0.0	6.4	1.0	2.4

Concerning all the CDA trainees that you supervise, how many are Head Start classroom staff?

Region	Mean number of CDA trainees	Number completed	Number not completed
I	5.1	32 (14.2)	2 (0.9)
II	11.6	11 (4.9)	0 (0)
III	10.8	16 (7.1)	0 (0)
IV	12.4	20 (8.9)	1 (0.4)
V	10.3	16 (7.1)	0 (0)
VI	19.3	27 (12.0)	3 (1.3)
VII	14.5	8 (3.6)	0 (0)
VIII	5.7	28 (12.4)	2 (0.9)
IX	10.4	28 (12.4)	1 (0.4)
X	6.4	23 (10.2)	1 (0.4)
IMPD	10.0	5 (2.2)	1 (0.4)
TOTAL	10.1	214 (95.1)	11 (4.9)

How many are Head Start non-classroom staff?

Region	Mean number of CDA trainees	Number completed		Number not completed	
I	0.3	32	(14.2)	2	(0.9)
II	0.1	11	(4.9)	0	(0)
III	0.3	16	(7.1)	0	(0)
IV	0.4	20	(8.9)	1	(0.4)
V	0.4	16	(7.1)	0	(0)
VI	1.5	27	(12.0)	3	(1.3)
VII	3.3	8	(3.6)	0	(0)
VIII	0.2	28	(12.4)	2	(0.9)
IX	0.5	27	(12.0)	2	(0.9)
X	1.2	22	(9.8)	2	(0.9)
IMPD	0.4	5	(2.2)	1	(0.4)
				13	(5.8)
TOTAL	0.7	212	(94.2)		

How could cooperation between Head Start grantees/delegate agencies and the CDA training program be improved? (Check those you feel are most important) (Statistics reported are number of field supervisors selecting alternatives.)

	REGION											(N = 225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
More access to trainees	7	3	3	5	2	6	0	5	9	3	1	44 (19.6)
Release time for CDA candidates for more training time	22	8	7	10	7	14	6	12	12	11	3	112 (49.8)
Trainees should have opportunities to supervise the classroom	12	3	1	5	1	8	2	5	8	6	2	53 (23.6)
Trainees should have opportunities to rearrange the classroom	9	1	1	5	1	8	2	6	5	8	3	49 (21.8)
More structured involvement of the trainee's work supervisor in supervised field experience	11	4	6	14	2	8	4	12	8	6	1	76 (33.8)
Coordination of CDA training with other training received	19	5	7	13	6	12	5	15	19	13	1	115 (51.1)
No need for improvement	0	1	4	1	5	8	1	3	1	4	0	28 (12.4)
Other	5	1	4	3	2	7	1	7	8	5	1	44 (19.6)

Is CDA training supplemented by Head Start grantee staff persons such as the education coordinator, head teacher, etc.?

Region	Yes	No	Not completed	(N=225) Total
I	24	5	5	34 (15.1)
II	9	2	0	11 (4.9)
III	14	2	0	16 (7.1)
IV	15	5	1	21 (9.3)
V	9	6	1	16 (7.1)
VI	18	9	3	30 (13.3)
VII	6	2	0	8 (3.6)
VIII	25	3	2	30 (13.3)
IX	22	6	1	29 (12.9)
X	21	3	0	24 (10.7)
IMPD	4	2	0	6 (2.7)
TOTAL	167 (74.2)	45 (20.0)	13(5.8)	225 (100)

Do you review with each trainee his/her progress at specific time intervals?

Region	Yes	No	Not completed	(N = 225) Total
I	32	2	0	34 (15.1)
II	11	0	0	11 (4.9)
III	13	1	2	16 (7.1)
IV	20	1	0	21 (9.3)
V	15	1	0	16 (7.1)
VI	27	3	0	30 (13.3)
VII	7	1	0	8 (3.6)
VIII	25	4	1	30 (13.3)
IX	26	2	1	29 (12.9)
X	22	2	0	24 (10.7)
IMPD	6	0	0	6 (2.7)
TOTAL	204 (90.7)	17 (7.5)	4(1.8)	225 (100)

If yes, how often?

Region	Mean number of days	Number completed	Number not completed
I	23.1	27 (13.2)	5 (2.5)
II	19.4	7 (3.4)	4 (2.0)
III	21.1	11 (5.4)	2 (1.0)
IV	26.8	16 (7.8)	4 (2.0)
V	20.5	11 (5.4)	4 (2.0)
VI	30.5	24 (11.8)	3 (1.5)
VII	28.6	7 (3.4)	0 (0)
VIII	19.1	23 (11.3)	2 (1.0)
IX	22.4	26 (12.7)	0 (0)
X	14.7	22 (10.8)	0 (0)
IMPD	27.5	6 (2.9)	0 (0)
TOTAL	22.7	180 (88.2)	24 (11.8)

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Do you meet with the staff at the trainee's Head Start center to review his/her progress and modify training plans?

(N = 225)

Region	Yes	No	Not completed	Total
I	24	8	2	34 (15.1)
II	10	1	0	11 (4.9)
III	9	5	2	16 (7.1)
IV	14	7	0	21 (9.3)
V	14	1	1	16 (7.1)
VI	17	12	1	30 (13.3)
VII	6	2	0	8 (3.6)
VIII	24	6	0	30 (13.3)
IX	22	6	1	29 (12.9)
X	17	7	0	24 (10.7)
IMPD	5	1	0	6 (2.7)
TOTAL	162 (72.0)	56 (24.9)	7 (3.1)	225 (100)

If yes, how often?

Region	Mean number of days	Number completed	Number Not Completed
I	31.7	23 (14.2)	1 (0.6)
II	23.4	8 (4.9)	2 (1.2)
III	15.6	8 (4.9)	1 (0.6)
IV	38.0	10 (6.2)	4 (2.5)
V	19.2	12 (7.4)	2 (1.2)
VI	22.4	14 (8.6)	3 (1.8)
VII	33.3	6 (3.7)	0 (0)
VIII	18.8	20 (12.3)	4 (2.5)
IX	18.9	22 (13.6)	0 (0)
X	29.0	16 (9.9)	1 (0.6)
IMPD	14.0	5 (3.1)	0 (0)
TOTAL	24.2	144 (88.9)	18 (11.1)

Do trainees receive vocational counseling from you?

(N = 225)

Region	Yes	No	Not completed	Total
I	18	15	1	34 (15.1)
II	6	5	0	11 (4.9)
III	7	7	2	16 (7.1)
IV	12	9	0	21 (9.3)
V	8	7	1	16 (7.1)
VI	25	5	0	30 (13.3)
VII	5	3	0	8 (3.6)
VIII	16	14	0	30 (13.3)
IX	14	14	1	29 (12.9)
X	16	8	0	24 (10.7)
IMPD	4	2	0	6 (2.7)
TOTAL	131 (58.2)	89 (39.6)	5 (2.2)	225 (100)

How often do trainees receive counseling?

Region	On a regularly scheduled basis	When requested by the trainee	When you or other counselors feel it necessary
I	4	19	8
II	1	9	6
III	5	12	2
IV	4	14	6
V	4	6	9
VI	14	25	12
VII	0	6	1
VIII	5	27	5
IX	5	23	8
X	7	20	7
IMPD	1	5	5
TOTAL	50 (22.2)	144 (64.0)	69 (30.7)

What, in your opinion, is the greatest strength of the CDA training program?
(Statistics reported are numbers of field supervisors selecting specific responses)

	REGION											(N = 225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Opportunity to know trainees individually	27	7	6	12	9	22	3	18	18	14	4	140 (62.2)
Able to see progress and increased competence in trainees	23	11	9	12	8	23	3	23	23	13	3	151 (67.1)
Training materials are relevant to training	9	4	3	5	1	20	2	8	11	9	2	74 (32.9)
Supervised field training leads to increased trainee competence	27	8	15	16	14	23	6	23	24	20	6	182 (80.9)
Other	7	0	3	5	1	4	4	4	2	5	0	35 (15.6)

What are the areas that need the most improvement in the CDA program? (Statistics reported are numbers of field supervisors selecting specific responses)

	REGION											(N = 225) TOTAL	
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD		
More time to work with individual trainees	26	7	10	17	12	9	5	21	22	13	1	143	(63.6)
Greater correlation of classroom instruction and field instruction	11	4	3	5	1	9	3	7	5	5	3	56	(24.9)
Work out scheduling problems concerning visitation of trainees	9	2	1	2	5	6	2	11	8	9	1	56	(24.9)
More adequate training or field supervision for trainees	5	1	1	7	5	4	4	8	3	4	0	42	(18.7)
Other	7	3	4	3	4	6	0	4	11	6	3	51	(22.7)

What changes, in your opinion, have taken place in Head Start programs as a consequence of CDA training? (Statistics reported are numbers of field supervisors selecting specific responses)

	REGION											(N = 225) TOTAL	
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD		
Improvement in the way teachers work with children, parents, and staff	28	9	10	18	13	28	5	22	26	21	6	186	(82.7)
More staff turnover	0	1	0	1	2	2	0	0	1	0	0	7	(3.1)
Trainees are more aware of their actions as teachers in realtion to childrens' behavior and see children as individuals	33	11	13	20	15	27	7	29	24	21	6	206	(91.6)
No changes have taken place	1	0	2	0	0	0	0	1	0	0	0	4	(1.8)
Less staff turnover	1	2	0	2	1	3	0	3	2	4	2	20	(8.9)
Other	4	0	3	5	2	7	2	3	5	4	0	35	(15.6)

Do trainees go through an initial appraisal (or preassessment) upon entering CDA training?

(N = 225)

Region	Yes		No		Not completed		Total	
I	31		3		0		34	(15.1)
II	11		0		0		11	(4.9)
III	11		4		1		16	(7.1)
IV	20		1		0		21	(9.3)
V	9		6		1		16	(7.1)
VI	22		8		0		30	(13.3)
VII	5		3		0		8	(3.6)
VIII	25		4		1		30	(13.3)
IX	18		10		1		29	(12.9)
X	22		2		0		24	(10.7)
IMPD	5		1		0		6	(2.7)
TOTAL	179	(79.6)	42	(18.7)	4	(1.7)	225	(100)

If yes, which of the following tools or procedures are utilized?

(N = 225)

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Trainee's application	13	4	8	15	4	11	2	7	4	14	2	84 (37.3)
Self-assessment	25	9	8	11	6	15	4	22	13	19	5	137 (60.9)
Classroom observation	24	11	10	19	7	17	4	20	16	19	3	150 (66.7)
Paper and pencil testing	0	2	1	4	1	6	0	0	0	1	0	15 (6.7)
Other	5	2	2	5	0	5	0	6	5	6	2	38 (16.9)

Are the trainees' experience and competence periodically appraised during the training period?

(N = 225)

Region	Yes	No	Not completed	Total
I	33	0	1	34 (15.1)
II	11	0	0	11 (4.9)
III	14	0	2	16 (7.1)
IV	21	0	0	21 (9.3)
V	15	0	1	16 (7.1)
VI	30	0	0	30 (13.3)
VII	6	2	0	8 (3.6)
VIII	30	0	0	30 (13.3)
IX	26	3	0	29 (12.9)
X	23	1	0	24 (10.7)
IMPD	5	0	1	6 (2.7)
TOTAL	214 (95.1)	6 (2.7)	5 (2.2)	225 (100)

If yes, which of the following tools or procedures are utilized?

	REGION										(N = 225)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Self-assessment	30	10	10	16	7	21	5	16	21	19	4	159 (70.7)
Peer assessment	6	5	4	5	2	6	1	6	7	8	0	50 (22.2)
Paper and pencil testing	2	5	2	5	2	10	0	1	2	6	0	35 (15.6)
Feedback conference with trainee	32	11	11	21	12	29	6	23	21	22	5	193 (85.8)
Classroom Observation	33	11	14	21	14	26	6	27	25	23	4	204 (90.7)
Other	6	2	2	0	0	1	0	6	3	6	1	27 (12.0)

How many of the CDA trainees that you have supervised have received the CDA credential?

Region	Total number of trainees Receiving CDA Credentials	Number Completed	Number not Completed
I	31	32 (14.2)	2 (0.9)
II	35	10 (4.4)	1 (0.4)
III	12	15 (6.7)	1 (0.4)
IV	57	20 (8.9)	1 (0.4)
V	45	15 (6.7)	1 (0.4)
VI	208	28 (12.4)	2 (0.9)
VII	8	8 (3.6)	0 (0)
VIII	58	30 (13.3)	0 (0)
IX	223	29 (12.9)	0 (0)
X	71	23 (10.2)	1 (0.4)
IMPD	16	6 (2.7)	0 (0)
TOTAL	764	216 (96.0)	9 (4.0)

According to your estimates, how many of your present CDA trainees will be ready for assessment by the CDA consortium by:

Region	March 1978	June 1978	September 1978	Later than September 1978	Total
I	11	37	9	94	151
II	0	17	8	87	112
III	16	19	33	85	153
IV	24	42	37	165	268
V	21	35	14	68	138
VI	35	117	60	212	424
VII	17	40	1	27	85
VIII	24	67	14	82	187
IX	30	58	30	190	308
X	24	49	0	103	176
IMPD	2	24	9	54	89
TOTAL	204	505	215	1,167	2,091

Do you need additional information about the CDA Consortium and the Credential Award System?

Region	Yes	No	Not completed	(N=225) Total
I	3	28	3	34 (15.1)
II	1	9	1	11 (4.9)
III	1	12	3	16 (7.1)
IV	2	18	1	21 (9.3)
V	1	13	2	16 (7.1)
VI	6	24	0	30 (13.3)
VII	0	8	0	8 (3.6)
VIII	2	26	2	30 (13.3)
IX	4	24	1	29 (12.9)
X	2	21	1	24 (10.7)
IMPD	0	6	0	6 (2.7)
TOTAL	22 (9.8)	189 (84.0)	14 (6.2)	225 (100)

HSST/CDA TRAINEE'S QUESTIONNAIRE:
SUMMARY STATISTICS

HSST/CDA TRAINEE QUESTIONNAIRE (FORM NTR)

DISTRIBUTION AND RETURN PER FEDERAL REGION

Federal Region	Number of HSST/CDA Trainee Forms Returned	Total Number of HSST/CDA Trainee Forms Distributed*	Percent Responding Per Region
1	33	75	44
2	23	73	32
3	33	78	42
4	60	211	28
5	23	110	21
6	107	255	42
7	23	105	22
8	33	96	34
9	23	227	10
10	24	50	48
IMPD	10	44	23
TOTAL	392	1324	30

* CDA Trainee forms were distributed by HSST/CDA Project Managers to a sample of approximately one-third of their current CDA trainees.

Sex of CDA trainee:

Region	Male	Female	Not completed	Total
I	0	32	1	33 (8.4)
II	1	22	0	23 (5.9)
III	0	30	3	33 (8.4)
IV	0	60	0	60 (15.3)
V	0	22	1	23 (5.9)
VI	2	101	4	107 (27.3)
VII	0	23	0	23 (5.9)
VIII	0	32	1	33 (8.4)
IX	2	21	0	23 (5.9)
X	3	21	0	24 (6.1)
IMPD	1	9	0	10 (2.5)
TOTAL	9 (2.3)	373 (95.2)	10 (2.5)	392 (100)

Age of CDA trainee:

Region	20 and under	21-30	31-40	41-50	50 and over	Not completed	Total
I	0	4	16	9	3	1	33 (8.4)
II	0	6	11	4	0	2	23 (5.9)
III	0	6	10	12	2	3	33 (8.4)
IV	2	14	21	15	7	1	60 (15.3)
V	0	2	6	10	1	4	23 (5.9)
VI	2	32	37	24	4	8	107 (27.3)
VII	0	2	12	5	3	1	23 (5.9)
VIII	1	12	11	8	0	1	33 (8.4)
IX	1	8	10	3	0	1	23 (5.9)
X	1	11	6	4	1	1	24 (6.1)
IMPD	1	5	3	1	0	0	10 (2.5)
TOTAL	8 (2.0)	102 (26.0)	143 (36.5)	95 (24.2)	21 (5.4)	23 (5.9)	392 (100)

Number of children, if any:

Region	Mean number of children	Number completed	Number not completed
I	3.1	29 (7.4)	4 (1.0)
II	2.3	21 (5.4)	2 (0.5)
III	2.7	29 (7.4)	4 (1.0)
IV	3.4	59 (15.1)	1 (0.3)
V	4.1	20 (5.1)	3 (0.8)
VI	2.7	97 (24.7)	10 (2.5)
VII	3.5	22 (5.6)	1 (0.3)
VIII	2.8	30 (7.6)	3 (0.8)
IX	3.1	20 (5.1)	3 (0.8)
X	2.1	22 (5.6)	2 (0.5)
IMPD	2.8	8 (2.0)	2 (0.5)
TOTAL	2.9	357 (91.1)	35 (8.9)

Number of children in Head Start:

Region	Mean number of children in Head Start	Number completed	Number not completed
I	0.05	20 (5.1)	13 (3.3)
II	0.07	14 (3.6)	9 (2.3)
III	0.00	0 (0)	33 (8.4)
IV	0.18	40 (10.2)	20 (5.1)
V	0.08	12 (3.1)	11 (2.8)
VI	0.23	48 (12.2)	59 (15.1)
VII	0.22	9 (2.3)	14 (3.6)
VIII	0.31	19 (4.8)	14 (3.6)
IX	0.20	10 (2.5)	13 (3.3)
X	0.05	18 (4.6)	6 (1.5)
IMPD	0.00	0 (0)	10 (2.5)
TOTAL	0.2	211 (53.8)	181 (46.2)

Ethnic group of CDA trainee:

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Hispanic	3	11	0	0	0	15	2	8	2	2	4	47 (12.)
American Indian/ Alaskan Native	0	0	0	0	0	6	0	1	14	0	4	25 (6.4)
Asian or Pacific Islander	0	0	0	0	0	1	0	0	0	0	0	1 (0.3)
Black/Negro non-Hispanic	5	6	19	42	6	39	8	0	2	3	0	130 (33.2)
Caucasian/White non-Hispanic	23	3	9	16	14	39	12	20	3	18	2	159 (40.6)
Not completed	2	3	5	2	3	7	1	4	2	1	0	30 (7.6)
Total	33	23	33	60	23	107	23	33	23	24	10	392
	(8.4)	(5.9)	(8.4)	(15.3)	(5.9)	(27.3)	(5.9)	(8.4)	(5.9)	(6.1)	(2.5)	(100)

Highest educational level completed:

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Some High School or less	0	1	0	0	0	1	2	0	2	4	1	11 (2.8)
High School Graduate or GED	5	2	13	11	1	20	3	7	4	1	4	71 (18.1)
Some college, no degree	18	10	12	38	14	66	14	21	12	10	4	219 (55.9)
Associate Arts Degree	6	4	2	11	1	7	1	0	2	4	0	38 (9.7)
BA/BS Degree or above	2	4	3	0	4	6	3	3	2	5	1	33 (8.4)
Not completed	2	2	3	0	3	7	0	2	1	0	0	20 (5.1)
Total	33	23	33	60	23	107	23	33	23	24	10	392
	(8.4)	(5.9)	(8.4)	(15.3)	(5.9)	(27.3)	(5.9)	(8.4)	(5.9)	(6.1)	(2.5)	(100)

Indicate the number of college credit hours you have earned in each of the following areas, including HSST and CDA training (statistics reported are mean number of hours earned in an area):

	REGION											(N=332)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	Total
Early childhood education	13.1	10.9	15.5	14.6	13.6	11.0	9.2	8.2	10.2	25.9	13.3	12.9
Child development	5.6	0.5	3.2	2.1	5.9	7.5	9.9	5.0	4.1	9.1	1.9	5.3
Elementary education	1.9	12.1	6.3	8.2	5.5	7.4	25.2	4.6	5.9	4.5	1.5	7.5
Social Work	0.6	0.8	0.4	2.1	1.5	1.0	0.5	3.1	0.2	3.9	0.0	1.4
Psychology	2.7	2.1	2.1	4.1	2.8	2.4	3.2	2.5	0.9	4.7	1.9	2.8
Art/Literature/ Music or other credits relating to Pre-School children	4.0	2.1	5.1	4.0	3.9	3.4	1.7	2.8	3.1	3.4	2.8	3.5
Other	10.5	10.4	4.4	12.3	7.7	5.1	4.8	6.8	5.9	13.8	4.8	7.9

Indicate the amounts of experience you've had working with three to five-year olds in each of the following settings (statistics reported are mean amounts of experience in months):

	REGION											(N=336)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	Total
Day care center	6.9	1.1	4.9	2.8	3.2	8.0	2.9	2.3	3.1	11.0	16.9	6.8
Kindergarten	3.8	0.4	4.6	1.2	2.1	2.4	3.7	1.7	2.7	1.8	2.7	2.4
Nursery and other Pre-school, Including Title I	3.5	5.9	3.4	2.6	6.8	3.1	1.2	4.1	9.7	1.6	7.4	3.9
Head Start	66.6	72.6	87.1	89.0	71.7	50.3	73.8	52.5	59.9	42.0	28.9	64.3
Other	7.0	0.6	3.4	12.1	14.1	8.0	22.2	7.6	6.1	6.0	6.9	8.7

How long have you worked in the Head Start program?

Region	Mean Months of Experience	Number Completed	Number Not Completed
I	67.5	33 (8.4)	0 (0)
II	76.1	23 (5.9)	0 (0)
III	84.6	32 (8.1)	1 (0.3)
IV	93.4	60 (15.3)	0 (0)
V	73.1	23 (5.9)	0 (0)
VI	56.1	105 (26.8)	2 (0.5)
VII	74.7	23 (5.9)	0 (0)
VIII	51.0	33 (8.4)	0 (0)
IX	60.0	22 (5.6)	1 (0.3)
X	45.9	24 (6.1)	0 (0)
IMPD	28.9	10 (2.5)	0 (0)
TOTAL	66.9	388 (99.0)	4 (1.0)

What position do you now hold in the Head Start program (statistics reported are numbers of CDA trainees in stated positions)?

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Teacher (Master Teacher)	13	9	13	22	14	37	11	5	6	6	2	138 (35.2)
Home-based teacher	1	0	1	5	0	4	1	0	0	2	0	14 (3.6)
Classroom Aide	17	14	14	17	7	46	8	25	11	12	6	177 (45.1)
Social service staff	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Health service staff	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Parent involvement staff	0	0	0	0	0	0	0	0	1	0	0	1 (0.3)
Cook	0	0	0	0	0	1	0	0	0	0	0	1 (0.3)
Cook Aide	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Educational Co-ordinator (Supervisor)	0	0	2	0	0	0	1	0	0	1	0	4 (1.0)
Head Start Director	0	0	0	0	0	1	0	0	0	0	0	1 (0.3)
Center Director	0	0	2	8	1	11	2	2	4	3	2	35 (8.9)
Other	1	0	1	8	0	6	0	1	0	0	0	17 (4.3)
Not Completed	1	0	0	0	1	1	0	0	1	0	0	4 (1.0)
Total	33	23	33	60	23	107	23	33	23	24	10	392
	(8.4)	(5.9)	(8.4)	(15.3)	(5.9)	(27.3)	(5.9)	(8.4)	(5.9)	(6.1)	(2.5)	(100)

Have you held any position(s) in a Head Start program in the past other than the one mentioned in the preceding question (statistics reported are numbers of previous positions held by CDA trainees)?

	REGION										(N = 392
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD TOTAL
Teacher (Master Teacher)	1	1	5	14	3	10	2	3	4	3	2 48 (12.2)
Home-based teacher	0	1	0	5	1	6	0	0	1	3	1 18 (4.6)
Classroom Aide	9	5	8	28	7	33	7	2	4	5	1 109 (27.8)
Social service staff	2	1	1	4	0	3	0	3	0	0	0 14 (3.6)
Health service staff	0	1	1	1	0	1	1	1	0	0	2 8 (2.0)
Parent involvement staff	3	3	3	3	2	5	0	1	3	2	1 26 (6.6)
Cook	0	0	5	2	1	3	3	2	2	2	3 23 (5.9)
Cook Aide	0	0	1	2	1	5	0	0	1	1	0 11 (2.8)
Eudcational Co-ordinator (Supervisor)	0	1	1	1	0	0	0	0	1	0	1 5 (1.3)
Head Start Director	0	0	0	1	0	0	0	0	0	0	1 2 (0.5)
Center Director	0	0	1	3	0	3	0	0	1	0	0 8 (2.0)
Other	3	0	1	2	6	10	2	5	4	2	0 35 (8.9)

Check all inservice/preservice training received other than CDA or HSST provided by the sources listed below (statistics reported are the number of CDA trainees reporting receiving inservice or preservice training from the sources listed):

	REGION											(N = 392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
ACYF Regional Office	2	0	1	4	0	3	1	1	1	1	0	14 (3.6)
State Training Office	8	0	9	15	0	9	2	3	1	4	0	51 (13.0)
BEH Training Institution	0	0	0	1	1	3	0	0	1	1	0	7 (1.8)
Public School	2	1	3	4	2	9	0	1	1	3	0	26 (6.6)
Public or private agency concerned with handicap services	5	2	5	9	3	11	3	8	1	2	2	51 (13.0)
Community college, college or university	2	3	6	9	2	9	3	4	0	4	2	44 (11.2)
Head Start grantee or a delegate agency	9	6	7	22	7	26	6	7	3	9	4	106 (27.0)
Professional organization concerned with early childhood	3	2	9	12	3	11	3	7	0	2	4	56 (14.3)
Other	1	0	1	9	1	2	0	2	0	1	1	18 (4.6)

How many children are in your classroom?

Region	Mean number of children per classroom	Number completed	Number not completed
I	19.4	33 (8.4)	0 (0)
II	16.7	22 (5.6)	1 (0.3)
III	17.4	31 (7.9)	2 (0.5)
IV	17.8	60 (15.3)	0 (0)
V	20.0	22 (5.6)	1 (0.3)
VI	18.8	103 (26.3)	4 (1.0)
VII	25.3	23 (5.9)	0 (0)
VIII	18.0	32 (8.1)	1 (0.3)
IX	21.7	22 (5.6)	1 (0.3)
X	21.3	24 (6.1)	0 (0)
IMPD	26.1	10 (2.5)	0 (0)
TOTAL	19.4	382 (97.5)	10 (2.5)

How many persons working in the same classroom as you participate in Head Start Supplementary Training other than CDA training?

Region	Mean number of Persons per classroom	Number completed	Number not completed
I	0.9	31 (7.9)	2 (0.5)
II	1.1	23 (5.9)	0 (0)
III	1.4	29 (7.4)	4 (1.0)
IV	0.6	59 (15.1)	1 (0.3)
V	1.2	17 (4.3)	6 (1.5)
VI	1.1	96 (24.5)	11 (2.8)
VII	1.0	22 (5.6)	1 (0.3)
VIII	0.9	29 (7.4)	4 (1.0)
IX	2.0	20 (5.1)	3 (0.8)
X	0.8	23 (5.9)	1 (0.3)
IMPD	1.5	10 (2.5)	0 (0)
TOTAL	1.0	359 (91.6)	33 (8.4)

How many persons working in the same classroom as you participate in CDA training?

Region	Mean number of Persons per classroom	Number completed	Number not completed
I	0.6	30 (7.6)	3 (0.8)
II	1.5	21 (5.4)	2 (0.5)
III	1.1	29 (7.4)	4 (1.0)
IV	0.5	59 (15.1)	1 (0.3)
V	1.5	19 (4.8)	4 (1.0)
VI	1.0	97 (24.7)	10 (2.5)
VII	0.8	22 (5.6)	1 (0.3)
VIII	0.7	31 (7.9)	2 (0.5)
IX	2.2	20 (5.1)	3 (0.8)
X	0.6	23 (5.9)	1 (0.3)
IMPD	3.4	9 (2.3)	1 (0.3)
TOTAL	1.0	360 (91.8)	32 (8.2)

How many persons work in the same classroom with you? Do not include trainers.

Region	Mean Number of Persons per classroom	Number completed	Number not completed
I	2.0	32 (8.1)	1 (0.3)
II	2.2	23 (5.9)	0 (0)
III	2.5	25 (6.4)	8 (2.0)
IV	1.3	57 (14.5)	3 (0.8)
V	2.1	16 (4.1)	7 (1.8)
VI	1.8	92 (23.5)	15 (3.8)
VII	2.1	23 (5.9)	0 (0)
VIII	1.6	31 (7.9)	2 (0.5)
IX	3.2	20 (5.1)	3 (0.8)
X	2.0	24 (6.1)	0 (0)
IMPD	3.8	9 (2.3)	1 (0.3)
TOTAL	2.0	352 (89.8)	40 (10.2)

On the average, how many times does your Field Supervisor (trainer) visit you at your center? (Once every _____ days.)

Region	One visit per Mean number of days	Number completed	Number not completed
I	13.2	30 (7.6)	3 (0.8)
II	16.9	23 (5.9)	0 (0)
III	14.0	29 (7.4)	4 (1.0)
IV	23.8	57 (14.5)	3 (0.8)
V	13.7	21 (5.4)	2 (0.5)
VI	20.3	98 (25.0)	9 (2.3)
VII	27.3	23 (5.9)	0 (0)
VIII	12.3	32 (8.1)	1 (0.3)
IX	14.4	21 (5.4)	2 (0.5)
X	27.2	22 (5.6)	2 (0.5)
IMPD	11.2	10 (2.5)	0 (0)
TOTAL	18.7	366 (95.4)	26 (6.6)

On the average, how much time does the Field Supervisor (trainer) spend with you on each visit?

Region	Mean number of Hours per visit	Number completed	Number not completed
I	2.7	28 (7.1)	5 (1.3)
II	4.3	23 (5.9)	0 (0)
III	3.1	25 (6.4)	8 (2.0)
IV	3.0	58 (14.8)	2 (0.5)
V	3.1	20 (5.1)	3 (0.8)
VI	2.9	98 (25.0)	9 (2.3)
VII	3.5	23 (5.9)	0 (0)
VIII	3.1	32 (8.1)	1 (0.3)
IX	2.9	21 (5.4)	2 (0.5)
X	2.9	24 (6.1)	0 (0)
IMPD	4.0	9 (2.3)	1 (0.3)
TOTAL	3.1	361 (92.1)	31 (7.9)

Indicate all activities carried out during these site visits (statistics reported are numbers of CDA trainees indicating participation in a stated activity):

	REGION											(N=392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Observation of you with children	28	23	26	57	21	89	21	32	20	24	10	351 (89.5)
Conference with field supervisor regarding your performance	25	23	23	50	18	76	15	29	17	21	9	306 (78.1)
Discussion of the CDA training materials (including discussion of CDA compentencies, room organization and children's activities)	26	22	23	57	20	78	20	31	19	22	10	328 (83.7)
Discussion of your academic work	23	12	21	48	16	60	16	29	15	19	7	266 (67.8)
Discussion of career development counseling	13	9	13	38	8	35	11	23	11	11	6	178 (45.4)
Video-tape of your performance	3	0	1	19	2	11	2	5	2	4	2	51 (13.0)
Meeting with small groups of other trainees	13	16	18	41	15	44	12	22	15	9	9	214 (54.6)
Evaluation of your performance by your field supervisor	25	23	22	50	18	69	16	31	16	20	10	300 (76.5)
Self-evaluation	20	19	18	45	19	53	13	25	14	16	10	252 (64.3)
Preparation of portfolio for assessment by the consortium	18	14	20	49	19	67	18	29	14	17	9	274 (69.9)
Other	0	6	1	5	1	8	0	4	3	1	1	30 (7.6)

Estimate the number of hours you spend per month in CDA training.

Region	Mean number of hours spent	Number completed	Number not completed
I	13.7	24 (6.1)	9 (2.3)
II	31.6	22 (5.6)	1 (0.3)
III	28.0	28 (7.1)	5 (1.3)
IV	23.8	55 (14.0)	5 (1.3)
V	14.3	15 (3.8)	8 (2.0)
VI	15.4	90 (23.0)	17 (4.3)
VII	20.9	17 (4.3)	6 (1.5)
VIII	37.6	28 (7.1)	5 (1.3)
IX	18.5	19 (4.8)	4 (1.0)
X	18.3	24 (6.1)	0 (0)
IMPD	41.9	10 (2.5)	0 (0)
TOTAL	22.1	332 (84.7)	60 (15.3)

For each category below, estimate the number of hours you spend <u>each month</u> doing the following activities. For each activity, list the number of hours spent per month on work release time, on your job time and on your own time (statistics reported are average hours spent per category):

	REGION											(N=316)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Preparation for field experience: Release time	1.4	5.4	2.4	3.0	0.4	2.0	2.2	7.0	1.9	0.8	2.2	2.6
On-the-job	12.0	28.7	16.0	11.2	19.2	11.6	14.6	20.8	16.9	16.2	37.7	15.9
On own time	4.6	7.7	9.2	10.4	12.9	5.2	10.5	13.9	4.1	6.4	9.9	8.1
Supervised field training - field supervisors/trainers observing you working with children and discussing your performance with you:												
Release time	0.4	2.1	0.9	1.3	0.1	0.3	0.8	2.1	0.8	0.6	0.3	0.9
On-the-job	5.7	6.9	6.7	5.8	6.5	4.4	6.1	8.7	6.0	4.0	13.0	6.0
On own time	1.3	1.7	0.2	3.5	1.5	0.8	0.8	3.0	0.8	1.6	0.0	1.6
Supervised field training - other Head Start supervisory staff observing you working with children and discussing your performance with you:												
Release time	0.6	1.0	0.3	1.4	0.0	0.4	0.5	2.7	0.3	0.1	0.4	0.8
On-the-job	6.1	7.7	10.1	5.7	3.5	3.6	4.1	21.2	14.7	2.0	9.8	7.1
On own time	0.9	1.7	0.2	1.5	1.6	0.4	1.2	3.8	0.7	0.3	0.4	1.1
Preparation for classes:												
Release time	2.2	4.2	1.0	2.3	0.2	0.6	0.7	9.4	1.4	2.0	10.4	2.5
On the job	4.1	10.4	5.5	3.1	9.5	7.3	13.8	8.9	16.8	6.6	9.0	7.6
On own time	7.7	8.7	6.2	8.1	8.3	7.2	10.1	4.8	4.7	6.0	14.4	7.4
Attending seminars/ workshops:												
Release time	1.2	1.9	6.7	3.4	0.6	3.4	2.2	2.1	1.8	0.5	3.6	2.8
On-the-job	4.3	6.9	4.0	5.4	5.1	5.5	5.3	12.0	12.2	4.4	13.2	6.4
On own time	1.3	2.6	1.0	2.5	0.8	1.7	1.7	2.4	2.3	1.0	1.0	1.8
Other: Release time	0.0	0.0	2.5	0.3	0.0	0.0	0.6	0.0	0.1	0.0	0.0	0.3
On-the-job	0.6	0.0	0.0	0.4	0.3	0.3	1.6	0.5	0.4	0.1	0.0	0.4
On own time	1.5	0.0	1.1	1.0	1.1	6.3	1.1	0.2	0.2	0.1	0.0	2.1

What are the benefits that you have received from CDA training (statistics reported are numbers of CDA trainees responding to selected alternatives)?

	REGION											(N = 392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Training will improve my skills in working with children	31	21	31	58	20	99	23	32	20	20	10	365 (93.1)
There is an opportunity to obtain college credits for training	29	17	29	55	6	74	17	26	14	13	10	290 (74.0)
Training will enable me to receive the CDA credential and professional recognition	30	20	26	58	20	94	22	29	17	16	10	342 (87.2)
Training will prepare me for a better job	25	18	16	47	12	63	18	25	14	13	10	261 (66.6)
Able to integrate academic work and "on-the-job" training experiences	25	18	27	49	14	68	15	23	20	16	9	284 (72.4)
Helped to plan my own training	25	14	23	35	4	44	12	20	13	12	7	209 (53.3)
None; I don't believe I have benefitted from the training	0	1	0	1	0	3	0	0	0	0	0	5 (1.3)

What are the areas that need the most improvement in the CDA training program (statistics reported are numbers of CDA trainees responding to selected alternatives)?

	REGION											(N = 392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
More time with field supervisor/trainer	8	8	8	18	2	23	5	8	6	7	4	97 (24.7)
More academic training	3	6	2	13	1	7	2	4	0	2	2	42 (10.7)
Avoid repeating material I already know	5	1	5	3	9	29	4	8	4	5	0	73 (18.6)
More supervised field experience	2	5	0	9	1	4	1	3	1	1	1	28 (7.1)
Ensure that credit received for training is transferable to other colleges and meets degree requirements	13	7	7	20	7	26	6	13	5	7	3	114 (29.1)
Better training and preparation of field supervisor/trainer in early childhood education and the CDA competencies	1	0	0	4	2	7	2	2	5	3	0	26 (6.6)
Better coordination of field experience and academic training	1	1	1	7	0	4	2	2	3	0	2	23 (5.9)
Trainee participation in development of a training plan	1	1	4	2	1	4	1	2	1	1	1	19 (4.8)
The program is O.K. as is	8	5	17	13	3	33	5	4	8	7	3	106 (27.0)
Other	1	0	1	0	2	4	3	4	1	3	0	19 (4.8)

How long have you been in CDA training?

Region	Mean length of Time in months	Number Completed	Number not completed
I	17.8	29 (7.4)	4 (1.0)
II	14.0	22 (5.6)	1 (0.3)
III	9.1	30 (7.6)	3 (0.8)
IV	18.9	54 (13.8)	6 (1.5)
V	23.6	21 (5.4)	2 (0.5)
VI	16.1	97 (24.7)	10 (2.5)
VII	12.0	20 (5.1)	3 (0.8)
VIII	13.6	30 (7.6)	3 (0.8)
IX	20.8	22 (5.6)	1 (0.3)
X	12.9	24 (6.1)	0 (0)
IMPD	14.2	10 (2.5)	0 (0)
TOTAL	16.0	359 (91.6)	33 (8.4)

How far along are you in your CDA training?

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
CDA training completed, CDA credential received, and continuing in HSST training toward a degree	4	3	0	9	0	8	2	5	0	0	1	32 (8.1)
CDA training completed, and continuing in HSST training while awaiting final assessment of CDA credential	7	1	2	6	4	10	4	2	5	3	1	45 (11.5)
CDA training completed, no additional HSST anticipated, while awaiting final assessment for the CDA credential	1	0	1	4	6	12	4	7	2	2	1	40 (10.2)
Continuing CDA training	17	18	28	40	12	70	11	17	16	19	7	225 (57.4)
Dropping out of HSST/CDA	1	0	0	0	0	1	0	0	0	0	0	2 (0.5)
Counseled out of the program	1	0	0	0	0	0	0	0	0	0	0	1 (0.3)
Not completed	2	1	2	1	1	6	2	2	0	0	0	17 (4.3)
Total	33	23	33	60	23	107	23	33	23	24	10	392
	(8.4)	(5.9)	(8.4)	(15.3)	(5.9)	(27.3)	(5.9)	(8.4)	(5.9)	(6.1)	(2.5)	(100)

How much longer do you plan to be in training?

Region	Mean length of Time in months	Number completed	Number not completed
I	8.9	23 (5.9)	10 (2.5)
II	11.5	22 (5.6)	1 (0.3)
III	5.8	24 (6.1)	9 (2.3)
IV	5.7	56 (14.3)	4 (1.0)
V	4.4	17 (4.3)	6 (1.5)
VI	7.8	75 (19.1)	32 (8.1)
VII	3.2	13 (3.3)	10 (2.5)
VIII	5.4	28 (7.1)	5 (1.3)
IX	9.8	19 (4.8)	4 (1.0)
X	10.8	22 (5.6)	2 (0.5)
IMPD	8.1	9 (2.3)	1 (0.3)
TOTAL	7.4	308 (80.6)	84 (21.4)

Have you undergone an initial appraisal by your training institution to determine your competence in the six (6) CDA competency areas?

Region	Yes	No	Not completed	Total
I	18	9	6	33 (8.4)
II	21	1	1	23 (5.9)
III	18	10	5	33 (8.4)
IV	51	5	4	60 (15.3)
V	17	6	0	23 (5.9)
VI	72	29	6	107 (27.3)
VII	15	6	2	23 (5.9)
VIII	24	5	4	33 (8.4)
IX	9	13	1	23 (5.9)
X	17	7	0	24 (6.1)
IMPD	10	0	0	10 (2.5)
TOTAL	272 (69.4)	91 (23.2)	29 (7.4)	392 (100.0)

Check all competencies that were identified in your initial appraisal as having been satisfied (statistics reported are numbers of CDA trainees reporting having satisfied the competency area):

	REGION											(N = 392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Setting up a safe and healthy learning environment	17	10	17	36	14	67	14	23	9	14	9	230 (58.7)
Advancing physical and intellectual competence	12	11	15	35	14	65	13	23	7	12	7	214 (54.6)
Organizing and sustaining the positive functioning of children/adults in a group in a learning environment	13	11	16	36	11	61	13	19	9	10	7	206 (52.6)
Bringing about optimal coordination of home and center child-rearing practices and expectations	14	12	13	34	12	58	14	18	7	11	7	200 (51.0)
Carrying out supplementary responsibilities related to the children's programs	17	10	16	37	12	64	14	20	7	11	7	215 (54.8)
Building positive self-concept and individual strength	16	11	17	31	14	68	14	21	7	12	7	218 (55.6)

Are you planning to continue your education after you complete CDA training?

Region	Yes	No	No, already have degree	Not completed	Total
I	28	1	1	3	33 (8.4)
II	22	0	0	1	23 (5.9)
III	27	5	0	1	33 (8.4)
IV	51	6	0	3	60 (15.3)
V	22	0	1	0	23 (5.9)
VI	81	19	2	5	107 (27.3)
VII	18	3	1	1	23 (5.9)
VIII	28	3	1	1	33 (8.4)
IX	19	1	2	1	23 (5.9)
X	19	2	2	1	24 (6.1)
IMPD	8	0	1	1	10 (2.5)
TOTAL	323 (82.4)	40 (10.2)	11 (2.8)	18 (4.6)	392 (100)

If yes, do you plan to continue taking courses at the CDA training institution?

Region	Yes	No	Not completed	Total
I	22	3	3	28 (8.7)
II	18	3	1	22 (6.8)
III	17	9	1	27 (8.4)
IV	32	15	4	51 (15.8)
V	5	11	6	22 (6.8)
VI	55	26	0	81 (25.1)
VII	11	5	2	18 (5.6)
VIII	19	6	3	28 (8.7)
IX	11	8	0	19 (5.9)
X	13	5	1	19 (5.9)
IMPD	5	3	0	8 (2.4)
TOTAL	208 (64.4)	94 (29.1)	21 (6.5)	323 (100.0)

If yes, do you plan to work toward a degree?

Region	Vocational Certificate	Associate Arts Degree	BA/BS Degree	Master's Degree	No	Not completed	Total
I	0	9	15	0	2	2	28 (8.7)
II	1	1	13	6	0	1	22 (6.8)
III	3	3	13	4	0	4	27 (8.4)
IV	3	4	34	2	0	8	51 (15.8)
V	1	2	5	4	2	8	22 (6.8)
VI	6	12	35	8	0	20	81 (25.1)
VII	0	3	10	0	2	3	18 (5.6)
VIII	0	4	12	2	1	9	28 (8.7)
IX	2	6	5	0	0	6	19 (5.9)
X	2	2	8	2	1	4	19 (5.9)
IMPD	0	1	6	0	0	1	8 (2.4)
TOTAL	18(5.6)	47 (14.6)	156 (48.3)	28 (8.7)	8 (2.4)	66(20.4)	323 (100

How many additional credits do you need to complete your degree requirements?

Region	Mean number of credits needed	Number completed	Number not completed
I	33.3	15 (4.6)	13 (4.0)
II	60.5	14 (4.3)	8 (2.4)
III	63.2	13 (4.0)	14 (4.3)
IV	45.2	23 (7.1)	28 (8.7)
V	30.6	12 (3.7)	10 (3.1)
VI	49.9	46 (14.2)	35 (10.8)
VII	32.8	11 (3.4)	7 (2.2)
VIII	69.4	18 (5.6)	10 (3.1)
IX	32.2	9 (2.8)	10 (3.1)
X	83.4	9 (2.8)	10 (3.1)
IMPD	72.0	5 (1.5)	3 (0.9)
TOTAL	50.7	175 (54.2)	148 (45.8)

How long do you think this will take?

Region	Mean length of time in months	Number completed	Number not completed
I	21.2	14 (4.3)	14 (4.3)
II	37.3	16 (5.0)	6 (1.8)
III	36.1	13 (4.0)	14 (4.3)
IV	23.7	37 (11.5)	14 (4.3)
V	18.7	15 (4.6)	7 (2.2)
VI	29.7	51 (15.8)	30 (9.3)
VII	25.5	12 (3.7)	6 (1.8)
VIII	35.2	15 (4.6)	13 (4.0)
IX	33.7	9 (2.8)	10 (3.1)
X	29.9	15 (4.6)	4 (1.2)
IMPD	30.8	8 (2.4)	0 (0)
TOTAL	28.6	206 (63.8)	117 (36.2)

Are you presently in or have you ever been in Head Start Supplementary Training other than CDA

Region	Yes	No	Not completed	Total
I	18	13	2	33 (8.4)
II	10	13	0	23 (5.9)
III	20	10	3	33 (8.4)
IV	28	29	3	60 (15.3)
V	16	7	0	23 (5.9)
VI	44	55	8	107 (27.3)
VII	17	5	1	23 (5.9)
VIII	12	16	5	33 (8.4)
IX	13	8	2	23 (5.9)
X	8	14	2	24 (6.1)
IMPD	2	8	0	10 (2.5)
TOTAL	188 (48.0)	178 (45.4)	26 (6.6)	392 (100.0)

If yes, how many credits did you receive in this training?

Region	Mean number of credits received	Number completed	Number not completed
I	22.1	9 (4.8)	9 (4.8)
II	45.3	4 (2.1)	6 (3.2)
III	11.5	11 (5.9)	9 (4.8)
IV	31.8	12 (6.4)	16 (8.5)
V	26.2	11 (5.9)	5 (2.7)
VI	33.4	23 (12.2)	21 (11.2)
VII	39.0	6 (3.2)	11 (5.9)
VIII	37.7	9 (4.8)	3 (1.6)
IX	36.8	5 (2.7)	8 (4.3)
X	22.7	7 (3.7)	1 (0.5)
IMPD	17.0	1 (0.5)	1 (0.5)
TOTAL	29.4	98 (52.1)	90 (47.9)

If yes, which of the following degrees have you earned?

Region	Vocational Certificate	Associate Arts Degree	BA/BS Degree	Master's Degree	No Degree Received	Not completed	Total
I	0	4	0	0	10	4	18 (9.6)
II	1	2	2	1	4	0	10 (5.3)
III	2	2	1	0	14	1	20 (10.6)
IV	2	5	0	0	18	3	28 (14.9)
V	3	3	1	0	9	0	16 (8.5)
VI	1	5	3	0	27	8	44 (23.4)
VII	0	2	1	0	11	3	17 (9.0)
VIII	0	0	0	0	11	1	12 (6.4)
IX	1	1	1	0	8	2	13 (6.9)
X	0	1	1	0	4	2	8 (4.2)
IMPD	1	0	1	0	0	0	2 (1.0)
TOTAL	11 (5.9)	25 (13.3)	11 (5.9)	1 (0.5)	116 (61.7)	24 (12.7)	188 (100)

What was the area in which your studies were concentrated?

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Early childhood education	11	5	10	16	0	12	5	4	5	4	0	72 (38.3)
Child development	1	1	0	1	1	8	3	0	0	1	1	17 (9.0)
Elementary Education	0	1	0	2	2	3	2	0	1	0	0	11 (5.9)
Social Work	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Psychology	0	0	0	0	1	0	0	0	0	0	0	1 (0.5)
Art/Literature/Music or other credits relating to Pre-School children	1	0	1	0	0	0	0	1	0	0	0	3 (1.6)
Other	5	3	9	9	12	21	7	7	7	3	1	84 (44.7)
Total	18 (9.6)	10 (5.3)	20 (10.6)	28 (14.9)	16 (8.5)	44 (23.4)	17 (9.0)	12 (6.4)	13 (6.9)	8 (4.2)	2 (1.0)	188 (100)

Have any of the following conditions interrupted your CDA training? Check those that apply (statistics reported are numbers of CDA trainees responding to selected alternatives)?

	REGION											(N = 392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Pregnancy	0	2	2	2	1	5	0	0	0	0	1	13 (3.3)
Illness	2	3	3	5	3	8	1	1	5	3	2	36 (9.2)
Family Illness	2	0	1	3	3	5	1	0	2	2	2	21 (5.4)
Lack of babysitter	1	0	0	0	0	3	1	2	0	1	0	8 (2.0)
Lack of transportation	1	1	0	1	0	6	0	2	0	1	1	13 (3.3)
Lack of support from family member	1	4	1	0	1	5	0	0	1	3	1	17 (4.3)
Time of training	2	1	0	7	0	9	2	0	3	2	0	26 (6.6)
Another job	1	0	1	1	0	1	0	1	0	1	0	6 (1.5)
None	14	9	17	35	7	49	11	14	11	11	3	181 (46.2)
Other	3	2	6	6	9	7	2	5	2	3	0	45 (11.5)

Listed below are some methods that are used to provide academic experiences in CDA training. Indicate the number of hours per month that you spend in these activities (statistics reported are mean number of hours spent per month):

	REGION											(N=392) MEAN TOTAL
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	
Existing college courses	7.4	8.4	8.7	6.7	3.3	8.8	6.8	7.0	3.8	3.5	12.3	7.2
Courses or lectures arranged by faculty or resource persons on the basis of student interest or demand	1.6	1.1	3.0	4.0	6.8	2.2	1.3	2.8	2.4	3.3	3.9	2.8
Independent study or reading arranged with faculty members	4.0	3.6	2.3	4.4	1.9	3.6	3.7	4.3	2.2	4.8	1.7	3.6
Workshops, seminars and small group discussion	3.7	9.8	3.7	9.5	7.8	4.3	5.5	7.0	5.9	4.0	9.6	6.2
Correspondence courses	0.1	1.1	0.0	0.6	0.6	0.4	0.9	1.2	0.3	1.6	0.4	0.6
Programmed instruction, prepared modules, or learning activity packages	4.6	4.9	1.5	5.6	2.5	2.5	6.5	1.0	4.9	3.4	3.1	3.7
Supplementary reading assignments, followed by discussion	1.7	5.5	1.5	5.0	1.6	1.5	1.0	0.1	1.8	2.0	0.9	2.3
Films, video-tapes and filmstrips	0.2	2.0	1.7	2.1	1.3	0.9	1.1	0.1	0.2	0.6	2.8	1.2
Mobile training units brought to the field placement site	0.1	0.0	0.0	0.4	0.0	0.1	0.3	0.3	0.1	0.0	0.0	0.1
Use of television for coursework	0.0	0.0	0.0	0.0	0.1	0.1	0.3	0.0	0.0	0.0	0.0	0.04
Other	0.4	4.7	0.0	0.0	5.6	0.3	0.5	0.0	0.1	0.4	0.2	0.7

Listed below are some methods that are used to provide academic experiences in CDA training. Indicate the activities or learning aides that you find most useful or helpful (statistics reported are number of trainees selecting most useful alternatives):

	REGION											(N = 392) TOTAL
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	
Existing college courses	13	7	14	20	6	29	8	7	3	6	2	115 (29.3)
Courses or lectures arranged by faculty or resource persons on the basis of student interest or demand	6	1	13	14	5	18	4	6	4	7	3	81 (20.7)
Independent study or reading arranged with faculty members	7	5	8	13	5	16	5	8	3	4	3	77 (19.6)
Workshops, seminars and small group discussion	17	12	14	26	8	35	13	13	9	4	7	158 (40.3)
Correspondence courses	0	3	0	1	1	2	0	2	1	2	0	12 (3.1)
Programmed instruction, prepared modules, or learning activity packages	10	5	5	7	1	18	4	2	8	6	3	69 (17.6)
Supplementary reading assignments, followed by discussion	7	7	7	16	0	14	1	1	5	3	0	61 (15.6)
Films, video-tapes and filmstrips	0	5	7	2	5	14	4	4	1	3	2	47 (12.0)
Mobile training units brought to the field placement site	0	0	0	0	1	1	0	1	0	0	0	3 (0.8)
Use of television for coursework	0	1	0	0	0	0	0	0	0	0	0	1 (0.3)
Other	0	1	0	0	2	1	1	0	0	0	0	5 (1.3)

Listed below are some methods that are used in the field to help trainees acquire the CDA competencies. Indicate the number of hours per month that you spend in these activities (statistics reported are mean number of hours spent per month).

	REGION											(N=392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	MEAN TOTAL
Demonstrations by the CDA staff or others, followed by group discussions	1.2	5.0	4.5	3.3	4.5	4.2	3.6	2.3	3.5	2.0	2.7	3.4
On-the-job discussions with other staff or training institution supervisor	5.5	4.4	4.2	9.4	4.3	4.4	6.8	8.2	5.8	4.6	12.9	6.2
Use of the audio-visual materials with prepared discussion guides that highlight examples of CDA competencies	0.2	1.9	1.7	1.6	0.8	1.5	0.7	1.8	0.9	0.8	0.2	1.3
Self-appraisal, guided by evaluation sheets or criteria supplied by CDA training staff	1.0	1.8	0.7	2.2	1.4	2.3	2.7	2.4	0.5	1.0	3.4	1.8
Use of video-tape recorders or audio-tape recorders to tape teaching for self-analysis or evaluation by other CDA trainees	0.0	0.9	0.2	1.5	0.1	0.2	1.4	1.7	1.1	0.8	0.4	0.7
Observations and evaluation where two or more trainees work together to learn competencies	1.8	3.7	6.1	2.7	3.7	3.5	2.7	6.5	3.8	1.4	6.4	3.6
Personal journals and diaries	5.0	3.0	4.3	3.8	1.8	2.1	4.9	2.7	0.5	1.6	0.1	2.9
Child Study - Observing specific behaviors or doing case studies	5.7	12.1	4.0	12.5	2.4	24.2	5.5	28.2	4.2	2.0	1.4	16.2
Individual conferences with training supervisor, followed by feedback and goalsetting related to development of the CDA competencies	2.6	5.2	1.1	3.0	3.3	2.3	2.2	3.7	3.3	2.9	5.1	2.9
Discussion groups or seminars in which "What happened this morning" is related to the CDA competencies, to theoretical knowledge of child growth and development, and to principles of curriculum and instruction	1.1	4.3	2.3	3.5	4.7	5.7	1.7	5.1	1.6	1.6	1.4	3.5
On-site workshops focused on curriculum, teaching methods, parent involvement and other subjects related to CDA competency areas	1.5	0.8	1.2	6.1	1.3	4.2	3.8	4.9	4.2	1.4	5.8	3.6
Field visits to experimental programs, community agencies, and child care programs with different philosophies or physical set-ups	0.4	0.4	0.2	2.7	1.3	0.9	1.0	0.6	1.0	0.5	0.2	1.1
Exchange placements with other CDA trainees	0.2	0.9	0.5	1.4	0.8	0.5	0.9	0.3	0.6	0.3	0.0	0.6
Independent projects	0.7	0.9	2.6	5.9	1.6	1.2	0.4	1.6	0.7	0.4	5.6	2.2
Other	1.2	0.0	0.0	1.2	3.6	0.1	0.0	0.0	0.0	0.0	0.0	0.5

KIRSCHNER ASSOCIATES, INC.

Listed below are some methods that are used in the field to help trainees acquire the CDA competencies. Indicate the activities or learning aides that you find most useful or helpful (statistics reported are number of trainees selecting most useful alternatives).

	REGION											(N = 392)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Demonstrations by the CDA staff or others, followed by group discussions	7	7	12	12	6	27	6	5	4	4	1	91 (23.2)
On-the-job discussions with other staff or training institution supervisor	14	7	11	18	8	26	10	11	6	8	1	120 (30.6)
Use of the audio-visual materials with prepared discussion guides that highlight examples of CDA competencies	1	4	5	4	1	11	4	2	0	3	1	36 (9.2)
Self-Appraisal, guided by evaluation sheets or criteria supplied by CDA training staff	6	1	1	3	1	11	4	3	2	2	1	35 (8.9)
Use of video-tape recorders or audio-tape recorders to tape teaching for self-analysis or evaluation by other CDA trainees	0	0	1	1	0	3	1	0	2	2	0	10 (2.5)
Observations and evaluation where two or more trainees work together to learn competencies	5	2	4	5	1	11	4	5	4	4	0	45 (11.5)
Personal journals and diaries	4	3	2	1	0	4	2	1	2	2	0	21 (5.4)
Child Study - Observing specific behaviors or doing case studies	8	6	8	19	3	13	8	3	4	5	0	77 (19.6)
Individual conferences with training supervisor, followed by feedback and goalsetting related to development of the CDA competencies	14	8	5	14	4	17	4	6	7	9	2	90 (23.0)
Discussion groups or seminars in which "What happened this morning" is related to the CDA competencies, to theoretical knowledge of child growth and development, and to principles of curriculum and instruction	2	7	8	6	5	13	0	4	3	3	0	51 (13.0)
On-site workshops focused on curriculum, teaching methods, parent involvement and other subjects related to CDA competency areas	2	2	3	5	4	15	5	5	5	1	2	49 (12.5)
Field visits to experimental programs, community agencies, and child care programs with different philosophies or physical set-ups	3	1	3	4	5	7	0	2	1	1	1	28 (7.1)
Exchange placements with other CDA trainees	3	1	2	3	1	3	1	2	0	0	0	16 (4.1)
Independent projects	0	0	0	0	0	0	0	0	0	0	0	0 (0)
Other	0	0	0	0	0	0	0	0	0	0	0	0 (0)

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Have you sent the initial enrollment form for assessment to the CDA consortium?

Region	Yes		No		Not completed		Total	
I	18		13		2		33	(8.4)
II	12		9		2		23	(5.9)
III	24		9		0		33	(8.4)
IV	49		10		1		60	(15.3)
V	22		1		0		23	(5.9)
VI	70		29		8		107	(27.3)
VII	19		2		2		23	(5.9)
VIII	29		2		2		33	(8.4)
IX	13		10		0		23	(5.9)
X	15		9		0		24	(6.1)
IHPD	7		3		0		10	(2.5)
								( )
TOTAL	278	(70.9)	97	(24.8)	17	(4.3)	392	(100.0)

Has the Consortium sent you the application packet?

Region	Yes		No		Not completed		Total	
I	15		15		3		33	(8.4)
II	11		10		2		23	(5.9)
III	24		9		0		33	(8.4)
IV	45		14		1		60	(15.3)
V	19		4		0		23	(5.9)
VI	69		30		8		107	(27.3)
VII	16		4		3		23	(5.9)
VIII	29		2		2		33	(8.4)
IX	13		10		0		23	(5.9)
X	12		12		0		24	(6.1)
IMPD	6		4		0		10	(2.5)
TOTAL	259	(66.1)	114	(29.1)	19	(4.8)	392	(100)

Have you returned the application form to the Consortium?

Region	Yes		No		Not completed		Total	
I	8		22		3		33	(8.4)
II	8		13		2		23	(5.9)
III	8		25		0		33	(8.4)
IV	27		31		2		60	(15.3)
V	16		6		1		23	(5.9)
VI	51		46		10		107	(27.3)
VII	15		5		3		23	(5.9)
VIII	25		6		2		33	(8.4)
IX	11		12		0		23	(5.9)
X	6		18		0		24	(6.1)
IMPD	5		5		0		10	(2.5)
TOTAL	180	(45.9)	189	(48.2)	23	(5.9)	392	(100)

Are you scheduled for assessment?

Region	Yes		No		Not completed		Total	
I	1		29		3		33	(8.4)
II	4		18		1		23	(5.9)
III	4		27		2		33	(8.4)
IV	7		52		1		60	(15.3)
V	5		18		0		23	(5.9)
VI	13		87		7		107	(27.3)
VII	6		15		2		23	(5.9)
VIII	8		23		2		33	(8.4)
IX	5		18		0		23	(5.9)
X	1		23		0		24	(6.1)
IMPD	4		6		0		10	(2.5)
TOTAL	58	(14.8)	316	(80.6)	18	(4.6)	392	(100)

If yes, in which month?

Region	February 1978	March 1978	April 1978	May 1978	June 1978	Not completed	Total
I	0	1	0	0	0	0	1 (1.7)
II	1	0	0	2	0	1	4 (6.9)
III	0	1	2	0	0	1	4 (6.9)
IV	0	1	1	2	1	2	7 (12.1)
V	0	3	1	1	0	0	5 (8.6)
VI	0	3	3	3	1	3	13 (22.4)
VII	2	2	0	2	0	0	6 (10.3)
VIII	4	0	2	2	0	0	8 (13.8)
IX	0	0	4	1	0	0	5 (8.6)
X	0	1	0	0	0	0	1 (1.7)
IMPD	0	1	0	2	0	1	4 (6.9)
TOTAL	7 (12.1)	13 (22.4)	13 (22.4)	15 (25.9)	2 (3.4)	8 (13.8)	58 (100)

Have you been assessed by the CDA Consortium?

Region	Yes	No	Not Completed	Total
I	5	26	2	33 (8.4)
II	2	19	2	23 (5.9)
III	0	33	0	33 (8.4)
IV	9	50	1	60 (15.3)
V	0	23	0	23 (5.9)
VI	9	92	6	107 (27.3)
VII	3	18	2	23 (5.9)
VIII	5	26	2	33 (8.4)
IX	2	21	0	23 (5.9)
X	0	24	0	24 (6.1)
IMPD	2	8	0	10 (2.5)
TOTAL	37 (9.5)	340 (86.7)	15 (3.8)	392 (100)

Have you received the CDA credential?

Region	Yes	No	Not Completed	Total
I	5	26	2	33 (8.4)
II	2	20	1	23 (5.9)
III	0	33	0	33 (8.4)
IV	8	51	1	60 (15.3)
V	0	23	0	23 (5.9)
VI	9	94	4	107 (27.3)
VII	3	18	2	23 (5.9)
VIII	5	26	2	33 (8.4)
IX	0	23	0	23 (5.9)
X	0	24	0	24 (6.1)
IMPD	1	9	0	10 (2.5)
TOTAL	33 (8.4)	347 (88.5)	12 (3.1)	392 (100)

If no, when do you expect to be ready for assessment by the CDA Consortium?

Region	March 1978	June 1978	September 1978	Later than September, 1978	Not completed	Total
I	4	4	0	16	2	26 (7.5)
II	2	4	0	12	2	20 (5.8)
III	4	6	3	14	6	33 (9.5)
IV	7	8	7	23	6	51 (14.7)
V	9	3	6	5	0	23 (6.6)
VI	17	25	9	37	6	94 (27.1)
VII	10	2	0	6	0	18 (5.2)
VIII	15	4	0	4	3	26 (7.5)
IX	6	0	2	10	5	23 (6.6)
X	3	6	1	10	4	24 (6.9)
IMPD	2	3	0	4	0	9 (2.6)
TOTAL	79 (22.8)	65 (18.7)	28 (8.1)	141 (40.6)	34 (9.8)	347 (100)

What are your plans upon completing CDA training?

	REGION											
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
I will continue at present job	19	16	21	42	11	73	12	17	17	14	8	250 (63.8)
I will apply for a higher position with present employer	8	3	10	13	4	21	5	12	1	4	2	83 (21.2)
I am going to seek other employment related to child care	0	0	2	2	2	3	1	0	1	0	0	11 (2.8)
I am going to seek other employment not related to child care	0	0	0	0	0	0	0	0	0	1	0	1 (0.3)
I am going to stop working	0	0	0	0	0	2	0	0	0	0	0	2 (0.5)
Other	3	2	0	0	4	4	5	2	4	4	0	28 (7.1)
Not completed	3	2	0	3	2	4	0	2	0	1	0	17 (4.3)
Total	33 (8.4)	23 (5.9)	33 (8.4)	60 (15.3)	23 (5.9)	107 (27.3)	23 (5.9)	33 (8.4)	23 (5.9)	24 (6.1)	10 (2.5)	392 (100)

Do you need additional information about the CDA Consortium and the Credential Award System?

Region	Yes	No	Not completed	Total
I	0	4	29	33 (8.4)
II	0	5	18	23 (5.9)
III	0	2	31	33 (8.4)
IV	0	6	54	60 (15.3)
V	1	6	16	23 (5.9)
VI	1	17	89	107 (27.3)
VII	0	3	20	23 (5.9)
VIII	0	4	29	33 (8.4)
IX	1	3	19	23 (5.9)
X	0	4	20	24 (6.1)
IMPD	0	1	9	10 (2.5)
TOTAL	3 (0.8)	55 (14.0)	334 (85.2)	392 (100)

Since September, 1976, have you spent any of your own money for participation in CDA training?

Region	Yes	No	Not completed	Total
I	14	13	6	33 (8.4)
II	16	4	3	23 (5.9)
III	16	13	4	33 (8.4)
IV	35	19	6	60 (15.3)
V	7	13	3	23 (5.9)
VI	58	40	9	107 (27.3)
VII	9	10	4	23 (5.9)
VIII	15	15	3	33 (8.4)
IX	8	13	2	23 (5.9)
X	15	7	2	24 (6.1)
IMPD	6	4	0	10 (2.5)
TOTAL	199 (50.8)	151 (38.5)	42 (10.7)	392 (100)

If yes, list the approximate amount spent per month in the following categories (statistic reported is mean amount spent per category in dollars):

	REGION											(N-199)
	I	II	III	IV	V	VI	VII	VIII	IX	X	IMPD	TOTAL
Babysitting	25	63	18	14	11	23	6	30	13	13	46	26
Travel	9	15	18	20	6	20	9	11	10	5	0	15
Books	19	21	5	8	0	5	12	3	0	8	9	11
Tuition	0	0	0	28	0	0	8	20	18	14	0	16
Other	1	12	10	11	7	14	15	9	5	9	16	11

SURVEY INSTRUMENTS

TO RESPONDENT

The purpose of the present survey of HSST/CDA institutions is to provide the Administration on Children Youth and Families/Department of Health, Education and Welfare (formerly the National Office of Child Development) with accurate information regarding the effectiveness of the CDA competency-based training program. The only way that this can be accomplished is to ask for the cooperation of individuals who participate in every aspect of the program. By completing this questionnaire, you will be providing the Administration on Children Youth and Families with information to establish better programs for training teachers of young children, and consequently better care for the young children of our nation.

AUTHORITY

The report that will be written from information gathered in this survey is authorized by Law. (42 USC 2928M).

You are not required to respond, but your cooperation is needed to make the results of this study of competency-based training programs comprehensive, accurate and timely.

This survey is being conducted by Kirschner Associates, Inc., under contract to the Administration on Children Youth and Families, DHEW, Contract #105-76-1158.

ROUTINE USE

The results of this survey will be reported to the Administration on Children, Youth and Families in the final study report due in September, 1978. Your name or the names of other Head Start personnel will never appear in study reports.

Further, in compliance with Federal Property Management Regulations, temporary regulation E-34, all personal information obtained will be designated "For Official Use Only" and all persons processing the information will be required to take a non-disclosure oath. The signed oaths will be kept on file by Kirschner Associates, Inc. All survey information will be stored in locked files to which only authorized personnel will have access.

KIRSCHNER ASSOCIATES, INC.

OMB No. 85-R0316
Expires June 30, 1978

OFFICE USE ONLY
Log: _____
Region: _____
Code: _____

HSST/CDA PROJECT MANAGER'S QUESTIONNAIRE FORM NPM
FOR NATIONAL SURVEY OF HSST/CDA INSTITUTIONS

Institution or
Grantee: _____

Address: _____

City/State: _____ Zip: _____

Telephone: ( ) _____

Project Director: _____

Name of Respondent: _____

Position of Respondent: _____

Date: _____ 19 ___

I. CHARACTERISTICS OF THE HSST/CDA TRAINING INSTITUTION

1. The institution is:

1.1 ____ Public
1.2 ____ Private
1.3 ____ Other (specify): _____

2. The institution is a:

2.1 ____ 2-year college
2.2 ____ 4-year college
2.3 ____ University
2.4 ____ Other (specify): _____

3. How long has your institution or agency been providing HSST/CDA training?

____ yrs. ____ mos.

4. Within what department or college is the HSST/CDA program? (Check only one)

4.1 ____ Education
4.2 ____ Early Childhood Education
4.3 ____ Psychology
4.4 ____ Home Economics
4.5 ____ College of Agriculture
4.6 ____ Child Development
4.7 ____ Human Resources
4.8 ____ Extension Division (Continuing Education)
4.9 ____ Special CDA Program
4.10 ____ A combination of departments (specify by numbers) _____
4.11 ____ Other (specify): _____

5. How many Head Start grantees does your institution or agency serve? _____

List the names of the Head Start grantees served along with the number of classrooms each grantee has and the number of staff members from each grantee that your institution serves:

Head Start Grantee	Number Of Classrooms	Number of Staff	Number of Staff In CDA Training

NPM

6. How large a geographic area does your institution or agency serve?

6.1 ____ City-wide
6.2 ____ County-wide
6.3 ____ State-wide
6.4 ____ Multi-State
6.5 ____ Other (specify): _____

_____

7. The type of area served is predominately: (Check one):

7.1 ____ Urban
7.2 ____ Rural
7.3 ____ Both urban and rural

II. COST OF TRAINING

8. How is your Head Start Supplementary Training money received from your Regional Office of Child Development? (Check one)

8.1 ____ Grant
8.2 ____ Contract
8.3 ____ Subcontract from: _____
(name of institution/Agency)

9. What are the effective dates of your grant/contract?

From: _____ To: _____

10. What is the dollar amount of your HSST grant/contract? $_____

11. How much is allocated to the CDA training program? $_____

12. Are any other funds used in providing CDA training? 1. Yes ____ 2. No ____

12.1 If yes, list sources and amounts for each.

Source	Amount
a.1 _____	a.2 _____
b.1 _____	b.2 _____
c.1 _____	c.2 _____
d.1 _____	d.2 _____

13. What is the estimated annual cost per trainee of CDA training at your institution?

$_____

NPM

14. Estimate the percent of annual cost of CDA training that goes for:

14.1 Academic training _____%
14.2 Field Training _____%
14.3 Administration _____%
14.4 Other (specify): _____ _____%

_____

15. How many CDA training slots are you funded to provide? #_____ slot(s).

III. T&TA NEEDS

16. Does your institution or agency need technical assistance for implementing CDA training?

1. Yes ____ 2. No ____

16.1 If yes, in what specific areas?

16.11 ____ Materials
16.12 ____ Training Methods
16.13 ____ Workshops
16.14 ____ Trainer of trainers
16.15 ____ Field Supervisors
16.16 ____ Other (specify): _____

_____

17. Does your institution or agency need technical assistance in preparing students for assessment by the CDA Consortium?

1. Yes ____ 2. No____

17.1 If yes, please specify: _____

_____

_____

IV. CHARACTERISTICS OF HSST/CDA TRAINEES

18. How many Head Start classroom staff are currently enrolled in HSST training other than CDA? #_____

18.1 How many are teachers? #_____
18.2 How many are aides? #_____

19. How many Head Start classroom staff are currently enrolled in CDA training?

19.1 How many are teachers? #_____
19.2 How many are aides? #_____

20. How many Head Start non-classroom staff are currently enrolled in HSST training other than CDA? #_____

21. How many Head Start non-classroom staff are currently enrolled in CDA training?
#_____

22. Do the answers in #18, #19, & #20 (on the preceding page) and #21 above add up to the total number of trainers for which your program is funded?

1. Yes ____ 2. No ____

22.1 If no, please explain and give the total number of trainees: _____

_____

_____

_____

23. How many trainees are concurrently enrolled in both HSST and CDA training?
#_____

23.1 How many are classroom staff? #_____
23.2 How many are non-classroom staff? #_____

24. Does the program have a waiting list of persons who wish to receive HSST/CDA training?

1. Yes ____ 2. No____

24.1 If yes, how many persons are on the list for CDA training?
#_____

25. What is your estimate of the number of CDA trainees that your program will be able to accommodate on an annual basis one year from today based on your present or planned level of funding? #_____

26. In the event the CDA program expands in the next five (5) years, how would you be willing to increase the number of trainees served?

26.1 ____ Admit more CDA trainees to my program;
26.2 ____ Prefer to stay with the same number of trainees and let another institution serve other trainees;
26.3 ____ Could double in size given appropriate funding;
26.4 ____ Could triple in size given appropriate funding; or
26.5 ____ Prefer to stay with the same number of trainees and increase services to trainees with additional funding.
26.6 ____ Other (specify): _____

_____

27. How many CDA trainees dropped out within the past year? (If none, enter "0")
#_____

NPM

28. What is the most frequent reason for CDA trainees dropping out? (Rank the following alternatives in order of frequency, giving the most frequent reason for trainees dropping out a rank of #1, the next most frequent reason, a rank of #2, and so on).

28.1 ____ Lack of interest
28.2 ____ Program is too difficult
28.3 ____ Program is too time-consuming
28.4 ____ Lack of work release time
28.5 ____ Family demands increased
28.6 ____ Lack of financial resources
28.7 ____ Left Head Start employment

28.8 ____ Other (specify): _____

_____

_____

29. How many of the following are used as criteria for CDA trainee selection?

29.1	High School graduate or above	1. Yes ____	2. No ____
29.2	Leadership ability	1. Yes ____	2. No ____
29.3	Good job performance	1. Yes ____	2. No ____
29.4	Interest in pursuing BA/BS degree	1. Yes ____	2. No ____
29.5	Interest in Early Childhood Education field	1. Yes ____	2. No ____
29.6	Seniority in Head Start program	1. Yes ____	2. No ____
29.7	Seniority on waiting list for training	1. Yes ____	2. No ____
29.8	Ease in attending program	1. Yes ____	2. No ____
29.9	Good physical condition	1. Yes ____	2. No ____
29.10	Age limitation	1. Yes ____	2. No ____
29.11	Not (no longer) eligible for HSST training	1. Yes ____	2. No ____
29.12	Completed Associate Arts degree	1. Yes ____	2. No ____
29.13	Completed BA/BS degree	1. Yes ____	2. No ____
29.14	Needed to fill training quota	1. Yes ____	2. No ____
29.15	Trainee preference	1. Yes ____	2. No ____
29.16	Need to upgrade trainee's classroom to meet performance standards	1. Yes ____	2. No ____
29.17	Trainee interest in building on previous Head Start (or other) training	1. Yes ____	2. No ____
29.18	Head Start grantee career development plan	1. Yes ____	2. No ____
29.19	Other (specify): _____	1. Yes ____	2. No ____

_____

_____

30. Are trainees granted work-release time for their training, class attendance, etc.?
1. Yes ____ 2. No ____

31. How many trainees are parents of children who are attending or have attended Head Start?
#_____

Please complete the following table. The totals for each question should equal the number (total) in question #22.

CHARACTERISTICS	# OF CDA TRAINEES		NUMBER OF HSST TRAINEES OTHER THAN CDA	
32. AGE				
20 and under	32.10	_____	32.11	_____
21 - 30	32.20	_____	32.21	_____
31 - 40	32.30	_____	32.31	_____
41 - 50	32.40	_____	32.41	_____
51 and over	32.50	_____	32.51	_____
33. SEX				
Female	33.10	_____	33.11	_____
Male	33.20	_____	33.21	_____
34. ETHNIC GROUP				
Hispanic	34.10	_____	34.11	_____
American Indian or Alaskan Native	34.20	_____	34.21	_____
Asian or Pacific Islander	34.30	_____	34.31	_____
Black/Negro, not of Hispanic origin	34.40	_____	34.41	_____
Caucasian/White, not of Hispanic origin	34.50	_____	34.51	_____
35. HIGHEST EDUCATION COMPLETED				
Some High School or less	35.10	_____	35.11	_____
High School graduate or GED	35.20	_____	35.21	_____
Some college but no degree	35.30	_____	35.31	_____
Associate Arts degree	35.40	_____	35.41	_____
BA/BS degree or above	35.50	_____	35.51	_____

V. CHARACTERISTICS OF HSST/CDA STAFF

36. How many HSST/CDA staff are engaged in the following activities?

	Number of Full-Time Staff	Number of Part-Time Staff
36.1 Academic Training:	36.10 _____	36.11 _____
36.2 Field Training	36.20 _____	36.21 _____
36.3 Administration	36.30 _____	36.31 _____
36.4 Other (specify): _____	36.40 _____	36.41 _____

_____

VI. CHARACTERISTICS OF HSST/CDA TRAINING PROGRAM

37. Is college credit given for CDA training? 1. Yes ____ 2. No ____
(Note alternatives for "NO" under alternatives for "YES")

37.1 If yes, what is the maximum number of credits offered for CDA training?
#_____

37.2 If yes, upon what basis are credits granted?

37.21 ____	Classroom Courses completed	Max. credits granted ____
37.22 ____	Verified past experience	Max. credits granted ____
37.23 ____	Demonstrated competence	Max. credits granted ____
37.24 ____	Proficiency examinations	Max. credits granted ____
37.25 ____	Field training completed	Max. credits granted ____
37.26 ____	Combination of classroom and field training	Max. credits granted ____
37.27 ____	Supervised field experience	Max. credits granted ____
37.28 ____	Other (specify): _____	Max. credits granted ____

_____

_____

***ALTERNATIVES FOR "NO"

37.3 If no, why is college credit not given?

37.31 ____	Training is not provided by a degree-granting institution
37.32 ____	A degree-granting institution provides training but will not grant credit
37.33 ____	Training institution does not give credit for field training
37.34 ____	Training institution does not provide credit for the acquisition of CDA competencies
37.35 ____	Other (specify): _____

_____

_____

38. The amount of credit (noted in question #37) will meet elective course requirements for an Associate Arts degree program. 1. Yes_____ 2. No_____

39. The amount of credit (noted in question #37) will meet non-elective course requirements for an Associate Arts degree program. 1. Yes_____ 2. No_____

40. The amount of credit (noted in question #37) will meet elective course requirements for a BA/BS degree program. 1. Yes_____ 2. No_____

41. The amount of credit (noted in question #37) will meet non-elective course requirements for a BA/BS degree program. 1. Yes_____ 2. No_____

42. Are the credits (specified in question #37) usually transferable to another institution?

42.1 Yes_____ 42.2 No_____ 42.3 Don't Know_____

If yes, specify where credit is transferable to:
(Note alternatives for "NO" under alternatives for "YES")

42.11_____Vocational School
42.12_____2-year Private College
42.13_____4-year Private College
42.14_____2-year State College
42.15_____4-year State College
42.16_____All of the Above

***ALTERNATIVES FOR "NO"

If no, why are credits not transferable?

42.21_____Training is not provided by a degree-granting institution
42.22_____Provides training but will not grant credit
42.23_____Training institution does not give credit for field training
42.24_____Training institution does not provide credit for acquisition of the CDA competencies
42.25_____Does not accept credit for training

43. Do other educational institutions cooperate with you to provide CDA training?

1. Yes_____ 2. No_____

43.1 If yes, how many? #_____

43.2 If yes, what number of each kind of institution?

43.21_____Community College or 2-year College
43.22_____4-year College or University
43.23_____Individual Consultants
43.24_____Private Training Contractors
43.25_____Other (specify): _____

_____

43.3 If yes, how many of these institutions give credit under these arrangements?

#_____

43.4 If yes, from how many of these institutions do you accept credits for CDA training?

#_____

43.5 If yes, how many give no credits for training? #_____

43.6 On the following page, list all the institutions and explain the arrangements for each.

#43.6 - Cooperating Institutions - (Cont'd)

Institution	Arrangements
a.1	a.2
b.1	b.2
c.1	c.2
d.1	d.2
e.1	e.2
f.1	f.2
g.1	g.2
h.1	h.2
i.1	i.2
j.1	j.2
k.1	k.2

NPM

44. What is the average planned length of the CDA training program at your institution? ____ yrs. ____ mos.

45. What is the average length of time CDA trainees take to complete CDA training and acquire the CDA competencies? ____ yrs. ____ mos.

45.1 If CDA training has not been in operation long enough to know how long it takes to complete training, check here _____ and go on to the next question.

46. Does your institution/agency provide CDA training for any non-Head Start staff?

1. Yes ____ 2. No ____

46.1 If yes, by what funds are these trainees supported? (Check one)

46.11 ____ Tuition paid by individual trainee
46.12 ____ Federal or state funds (specify): _____
46.13 ____ Tuition paid by trainee's Head Start program
46.14 ____ Other (specify): _____

_____

47. What is the average number of CDA trainees each field supervisor/field trainer supervises? One trainer to: _____ trainees.

48. What is the largest number of CDA trainees that a field supervisor/field trainer supervises? One trainer to: _____ trainees.

49. What is the smallest number of CDA trainees that a field supervisor/field trainer supervises? One trainer to: _____ trainees.

50. Are CDA learning modules or learning units used in your CDA training program? (A learning module or unit is defined as a structure for experiences and activities designed to help a learner acquire and demonstrate a specific competency or group of competencies in an effective and efficient manner).

1. Yes ____ 2. No ____

50.1 If yes, do you develop your own learning modules?

1. Yes ____ 2. No ____

50.2 If you did not develop your own learning modules, list the source(s) and type(s) of those you use.

Source	Type
_____	_____
_____	_____
_____	_____
_____	_____

51. What changes, in your opinion, have taken place in Head Start programs your institution or agency serves as a consequence of CDA training? Check those you feel are most important.

51.1 ____ Improvement in the way teachers work with children, parents and staff;
51.2 ____ More staff turnover;
51.3 ____ Trainees are more aware of their actions as teacher in relation to children's behavior and see children as individuals;
51.4 ____ No changes have taken place;
51.5 ____ Less staff turnover;
51.6 ____ Other (specify): _____

_____

_____

52. What changes have taken place as a result of the CDA training program at your institution?

52.1 ____ New staff added;
52.2 ____ Staff better trained;
52.3 ____ Training is now more closely related to the CDA competencies;
52.4 ____ Training incorporated inverted curriculum (Trainees can take Early Childhood courses before taking other college courses).
52.5 ____ Practicum in working with children revised (that is, increase in length, nature of field supervision changed, requiring work experience).
52.6 ____ Other (specify): _____

_____

_____

53. What, in your opinion, is the greatest strength of the CDA program? (Check those you feel are most important).

53.1 ____ Training is more relevant to the job in comparison to college coursework alone;
53.2 ____ CDA training assists individuals in attaining competence;
53.3 ____ Other (specify): _____

_____

_____

NPM

54. What are the areas that need the most improvement in the CDA training program? (Check the two that are most important)

54.1____Training should be more closely related to competencies;
54.2____Field supervisors/trainers could be better trained;
54.3____Training materials should be more readily available;
54.4____Trainees are too far from training centers;
54.5____More funds should be available for the CDA training program;
54.6____Inadequate field supervision;
54.7____Other (specify):_____

_____

_____

VIII. CDA ASSESSMENT

55. What is the total number of CDA trainees from your institution that have been assessed by the CDA Consortium? #_____

56. How many CDA trainees from your institution have been assessed by the CDA Consortium in the current program year? #_____

57. How many CDA trainees from your institution have been assessed by the CDA Consortium in the past program year? #_____

58. How many CDA trainees from your institution to date have been awarded the CDA Credential? #_____

59. How many current CDA trainees have applied to the CDA Consortium for assessment? (If none, enter "0") #_____

60. How many current CDA trainees have completed the CDA training program and have not applied for assessment? (If none, enter "0") #_____

61. How many CDA trainees have had a minimum of eight (8) months full-time experience or sixteen (16) months part-time experience working with three to five year-old children in a center setting prior to beginning CDA training? #_____

62. Estimate the number of CDA trainees in your program who will be ready for assessment by the CDA Consortium by: (If none, enter "0")

62.1 December 1977____
62.2 March 1978____
62.3 June 1978____
62.4 September 1978____
62.5 Later Than September, 1978____

63. Do you need additional information about the CDA Consortium and the Credential Award System? 1. Yes____. 2. No____

63.1 If yes, Contact Mary Rogers at the CDA Consortium, Toll-free number (800) 424-5110.

KIRSCHNER ASSOCIATES, INC.

OMB No. 85-R0316
Expires June 30, 1978

OFFICE USE ONLY
Log: _____
Region: _____
Code: _____

HSST/CDA FIELD SUPERVISOR/FIELD TRAINER'S QUESTIONNAIRE-FORM NFS FOR NATIONAL SURVEY OF HSST/CDA INSTITUTIONS

To be filled out by all persons
currently employed as CDA Field Supervisors/Field Trainers

HSST/CDA Training
Institution: _____

Institution Affiliation: _____

Address: _____

City/State: _____ Zip: _____

Telephone: ( ) _____

Project Director: _____

Date: _____ 19__

NFS

1. HSST/CDA FIELD SUPERVISOR/FIELD TRAINER

1. Sex: 1.1 ____Male 1.2 ____Female

2. Age: 2.1 ____20 and under 2.4 ____41 - 50
2.2 ____21 - 30 2.5 ____51 and over
2.3 ____31 - 40

3. Your Ethnic Group:

3.1 ____Hispanic 3.4 ____Black/Negro, not of Hispanic origin
3.2 ____American Indian or Alaskan Native 3.5 ____Caucasian/White, not of Hispanic origin
3.3 ____Asian or Pacific Islander

4. What is the highest educational level you have completed?

4.1 ____Some High School or less
4.2 ____High School Graduate or GED
4.3 ____Some College but no degree
4.4 ____Associate Arts degree
4.5 ____BA/BS degree or above

5. Do you have a CDA credential? 1. Yes ____ 2. No ____

6. How long have you been employed as a CDA Field Supervisor/Field Trainer by the present institution? ____ yrs. ____ mos.

7. Have you been employed as a CDA Field Supervisor/Field Trainer by any other institutions? 1. Yes ____ 2. No ____

7.1 If yes, for what length of time? ____ yrs. ____ mos.

8. You are employed as a CDA Field Supervisor/Trainer:

8.1 ____Full-time 8.2 ____Part-time 8.3 ____Volunteer

8.11 Indicate the number of hours per week that you are employed as a CDA Field Supervisor/Trainer. #_____hour(s)

9. List below the number of hours that you spend performing your HSST/CDA job responsibilities as a CDA Field Supervisor/Trainer.

Job Responsibility	Number of Hours Spent per Week Relative to CDA Training
Academic Training	9.1 _____hours
Field Training	9.2 _____hours
Administration	9.3 _____hours
Other	9.4 _____hours
	Total = _____(hours
	(Total should equal 8.11)

NFS

10. Indicate the amounts of experience you've had working with three to five-year olds in each of the following settings: (If you have no experience in an area, enter "0")

	Setting	Amount	Position
10.1	Day Care Center	____yrs. ____mos.	_____
10.2	Kindergarten	____yrs. ____mos.	_____
10.3	Nursery and other Pre-School, including Title I	____yrs. ____mos.	_____
10.4	Head Start	____yrs. ____mos.	_____
10.5	Special Education	____yrs. ____mos.	_____
10.6	Counseling	____yrs. ____mos.	_____
10.7	Other (specify)	____yrs. ____mos.	_____

11. Indicate any experience prior to this year that you've had training staff to work with young children.

11.1	Supervision of student teachers at College/University	1. Yes____ 2. No ____
11.2	Supervising HSST trainees	1. Yes____ 2. No ____
11.3	Supervising CDA trainees	1. Yes____ 2. No ____
11.4	Designing training materials	1. Yes____ 2. No ____
11.5	In-service/Pre-service training to Head Start staff or other child care facility	1. Yes____ 2. No ____
	11.51 If yes, were you:	1. ____Regular staff; 2. ____A paid consultant; or 3. ____A volunteer
11.6	Workshops	1. Yes____ 2. No ____
	11.61 If yes, were you:	1. ____Regular staff; 2. ____A paid consultant; or 3. ____A volunteer
11.7	Teaching college courses:	1. Yes____ 2. No ____

11.71 If yes, in what area(s) (Check all that apply)

11.711 Early Childhood Education _____
11.712 Child Development _____
11.713 Special CDA courses _____
11.714 Other (specify): _____
_____
_____

11.8 Have you ever served as a member of a Local Assessment Team (LAT)?
1. Yes ____ 2. No ____

11.9 Other experiences? 1. Yes ____ 2. No ____

11.91 If yes, specify: _____

_____

_____

11. CHARACTERISTICS OF CDA TRAINING PROGRAM

12. How many CDA trainees do you now supervise? # _____

13. How many CDA trainees have you supervised that have completed training, but have not completed their formal CDA assessment? # _____

14. What is the average length of time your CDA trainees take to complete CDA training and acquire the CDA competencies? ____yrs. ____mos.

14.1 If CDA training has not been in operation long enough to know how long it takes to complete training, check here ____ and go on to the next question.

15. On the average, how often do you visit each CDA trainee at his/her center each month? _____time(s).

16. On the average, how many hours per visit do you spend with the trainee?

_____hour(s).

17. Do you meet with trainees at places other than their Head Start center?

1. Yes____ 2. No ____

17.1 If yes, where? _____

17.2 If yes, how often each month? _____time(s) each month.

17.3 If yes, for what purpose? _____

_____

_____

18. On the average, how many hours per month of the CDA trainee's time is spent in the following activities: (If none, enter "0")

18.1	Preparation for field experiences	_____hour(s)
18.2	Supervised Field Training (observing trainee working with children and discussing performance with Field Supervisor)	_____hour(s)
18.3	Other assigned field experiences or field training	_____hour(s)
18.4	Preparation for classes	_____hour(s)
18.5	Attending seminars/workshops	_____hour(s)
18.6	Other (specify) _____	_____hour(s)

_____

_____

19. Concerning all the CDA trainees that you supervise:

19.1	How many are Head Start classroom staff?	#_____
19.2	How many are Head Start non-classroom staff?	#_____

20. How could cooperation between Head Start grantees/delegate agencies and the CDA training program be improved? (Check those you feel are most important)

20.1 ____ More access to trainees;
20.2 ____ Release time for CDA candidates for more training time;
20.3 ____ Trainees should have opportunities to supervise the classroom;
20.4 ____ Trainees should have opportunities to rearrange the classroom;
20.5 ____ More structured involvement of the trainee's work supervisor in supervised field experience;
20.6 ____ Coordination of CDA training with other training received;
20.7 ____ No need for improvement;
20.8 ____ Other (specify): _____

_____

_____

21. Is CDA training supplemented by Head Start grantee staff persons such as the education coordinator, head teacher, etc.? 1. Yes____ 2. No____

22. Do you review with each trainee his/her progress at specified time intervals? 1. Yes____ 2. No____

22.1 If yes, how often? Every_____ days.

23. Do you meet with the staff at the trainee's Head Start center to review his/her progress and modify training plans? 1. Yes____ 2. No____

23.1 If yes, how often? Every_____days.

24. Do trainees receive vocational counseling from you? 1. Yes____ 2. No____

24.1 If no, from whom? _____

24.2 How often do trainees receive counseling?

24.21 ____ On a regularly scheduled basis;
24.22 ____ When requested by the trainee;
24.23 ____ When you or other counselors feel that it is necessary.

25. What, in your opinion, is the greatest strength of the CDA training program? (Check those you feel are most important).

25.1 ____Opportunity to know trainees individually;
25.2 ____Able to see progress and increased competence in trainees;
25.3 ____Training materials are relevant to training;
25.4 ____Supervised field training leads to increased trainee competence;
25.5 ____Other (specify): _____

_____

_____

26. What are the areas that need the most improvement in the CDA training program? (Check the two that are most important)

26.1 ____More time to work with individual trainees;
26.2 ____Greater correlation of classroom instruction and field instruction;
26.3 ____Work out scheduling problems concerning visitation of trainees;
26.4 ____More adequate training or field supervision for trainees;
26.5 ____Other (specify): _____

_____

_____

27. What, in your opinion, has been the impact of CDA training on Head Start classroom operation? _____ _____

_____

_____

_____

_____

28. What changes, in your opinion, have taken place in Head Start programs as a consequence of CDA training? Check those you feel are most important.

28.1 ____Improvement in the way teachers work with children, parents, and staff;
28.2 ____More staff turnover;
28.3 ____Trainees are more aware of their actions as teachers in relation to childrens' behavior and see children as individuals;
28.4 ____No changes have taken place;
28.5 ____Less staff turnover;
28.6 ____Other (specify): _____

_____

_____

III. CDA ASSESSMENT

29. Do Trainees go through an initial appraisal (or preassessment) upon entering CDA training? 1. Yes_____ 2. No_____

29.1 If yes, which of the following tools or procedures are utilized?

29.11 Trainee's application 1. Yes_____ 2. No_____
29.12 Self-Assessment 1. Yes_____ 2. No_____
29.13 Classroom observation 1. Yes_____ 2. No_____
29.14 Paper and pencil testing 1. Yes_____ 2. No_____
29.15 Other (specify):_____ 1. Yes_____ 2. No_____

_____

_____

30. Are the trainees' experience and competence periodically appraised during the training period? 1. Yes_____ 2. No_____

30.1 If yes, which of the following tools or procedures are utilized?

30.11 Self-Assessment 1. Yes_____ 2. No_____
30.12 Classroom observation 1. Yes_____ 2. No_____
30.13 Peer Assessment 1. Yes_____ 2. No_____
30.14 Paper and Pencil testing 1. Yes_____ 2. No_____
30.15 Feedback conference with trainee 1. Yes_____ 2. No_____
30.16 Other (specify):_____ 1. Yes_____ 2. No_____

_____

_____

31. How many of the CDA trainees that you have supervised have received the CDA credential? #_____

32. According to your estimates, how many of your present CDA trainees will be ready for assessment by the CDA Consortium by:

32.1_____December - 1977
32.2_____March - 1978
32.3_____June - 1978
32.4_____September - 1978
32.5_____Later than September, 1978

33. Do you need additional information about the CDA Consortium and the Credential Award System? 1. Yes_____ 2. No_____

33.1 If yes, contact Mary Rogers at the CDA Consortium, Toll-free number (800) 424-5110.

KIRSCHNER ASSOCIATES, INC.

OMB No. 85-R0316

Expires June 30, 1978

OFFICE USE ONLY
Log: _____
Region: _____
Code: _____

HSST/CDA TRAINEE'S QUESTIONNAIRE FORM NTR
FOR NATIONAL SURVEY OF HSST/CDA INSTITUTIONS

To be filled out by all Head Start Staff
currently enrolled in CDA Training.

Your Name: _____

Head Start Grantee: _____

Address: _____

City/State: _____ Zip: _____

Head Start Program: _____

Address: _____

City/State: _____ Zip: _____

Head Start Director: _____

Name of Institution that provides CDA Training:

Name: _____

Date: _____ 19_____

NTR

I. HSST/CDA TRAINEE

1. Sex: 1.1 ____ Male 1.2 ____ Female

2. Age:
2.1 ____ 20 and under
2.2 ____ 21 - 30
2.3 ____ 31 - 40
2.4 ____ 41 - 50
2.5 ____ 51 and over

3. Number of children, if any: # _____

3.1 Number of children in Head Start: # _____

4. Your Ethnic Group:

4.1 ____ Hispanic
4.2 ____ American Indian or Alaskan Native
4.3 ____ Asian or Pacific Islander
4.4 ____ Black/Negro, not of Hispanic origin
4.5 ____ Caucasian/White, not of Hispanic origin

5. What is the highest educational level you have completed?

5.1 ____ Some High School or less
5.2 ____ High School Graduate or GED
5.3 ____ Some College but no degree
5.4 ____ Associate Arts degree
5.5 ____ BA/BS degree or above

6. Indicate the number of college credit hours you have earned in each of the following areas, including HSST and CDA Training: (If you have no credit in an area, enter "0")

6.1 ____ Early Childhood Education
6.2 ____ Child Development
6.3 ____ Elementary Education
6.4 ____ Social Work
6.5 ____ Psychology
6.6 ____ Art/Literature/Music or other credits relating to Pre-School children
6.7 ____ Other (specify): _____

_____

7. Indicate the amounts of experience you've had working with three to five-year-olds in each of the following settings: (If you have no experience in an area, enter "0")

7.1 ____ Day Care Center ____ yrs. ____ mos.
7.2 ____ Kindergarten ____ yrs. ____ mos.
7.3 ____ Nursery and other Pre-School, including Title I ____ yrs. ____ mos.
7.4 ____ Head Start ____ yrs. ____ mos.
7.5 ____ Other (specify): _____ _____

_____

_____

NTR

II. WORK EXPERIENCE AND TRAINING IN HEAD START

8. How long have you worked in the Head Start program? ____ yrs. ____ mos.

9. What position do you now hold in the Head Start program?

9.1	____ Teacher (Master Teacher)	9.7	____ Cook
9.2	____ Home-Based Teacher	9.8	____ Cook Aide
9.3	____ Classroom Aide	9.9	____ Educational Coordinator (Supervisor)
9.4	____ Social Service Staff		
9.5	____ Health Service Staff	9.10	____ Head Start Director
9.6	____ Parent Involvement Staff	9.11	____ Center Director
		9.12	____ Other (specify): _____

10. Have you held any position(s) in a Head Start program in the past other than the one mentioned in the preceding question? 1. Yes ____ 2. No ____

10.1 If yes, check all that apply:

10.11	____ Teacher (Master Teacher)	10.17	____ Cook
10.12	____ Home-Based Teacher	10.18	____ Cook Aide
10.13	____ Classroom Aide	10.19	____ Educational Coordinator (Supervisor)
10.14	____ Social Service Staff		
10.15	____ Health Service Staff	10.110	____ Head Start Director
10.16	____ Parent Involvement Staff	10.111	____ Center Director
		10.112	____ Other (specify): _____

11. In the source column below, check all training that you have received other than CDA or HSST provided by the sources listed.

SOURCE		NUMBER OF DAYS	CHECK IF INSERVICE/ PRESERVICE TRAINING
11.1	____ ACYF Regional Office	11.11 _____	_____
11.2	____ State Training Office	11.12 _____	_____
11.3	____ BEH Training Institution	11.13 _____	_____
11.4	____ Public School	11.14 _____	_____
11.5	____ Public or private agency concerned with handicap services	11.15 _____	_____
11.6	____ Community college, college or university	11.16 _____	_____
11.7	____ Head Start grantee; a delegate agency	11.17 _____	_____
11.8	____ Professional organization concerned with early childhood	11.18 _____	_____
11.9	____ Other (specify): _____	11.19 _____	_____

NTR

III. HEAD START PROGRAMS AND CLASSROOM ENVIRONMENT

12. How many children are in your classroom? # _____

13. How many persons working in the same classroom as you participate in Head Start Supplementary Training other than CDA Training? # _____

14. How many persons working in the same classroom as you participate in CDA Training? # _____

15. How many persons work in the same classroom with you? Do not include trainers. # _____

IV. CDA TRAINING

16. On the average, how many times does your Field Supervisor (trainer) visit you at your center? Once every _____ days.

17. On the average, how much time does the Field Supervisor (trainer) spend with you on each visit? # _____ hour(s).

18. Indicate all activities carried out during these site visits by placing a check next to all that apply:

18.1 ____ Observation of you with children;
18.2 ____ Conference with field supervisor regarding your performance;
18.3 ____ Discussion of the CDA training materials (including discussion of CDA competencies, room organization and children's activities);
18.4 ____ Discussion of your academic work;
18.5 ____ Discussion of career development counseling;
18.6 ____ Video-tape of your performance;
18.7 ____ Meeting with small groups of other trainees;
18.8 ____ Evaluation of your performance by your field supervisor;
18.9 ____ Self-evaluation;
18.10 ____ Preparation of portfolio for assessment by the consortium;
18.11 ____ Other (specify): _____

_____

19. Estimate the number of hours you spend per month in CDA training. # _____ hour(s).

NTR

20. For each category below, estimate the number of hours you spend each month doing the following activities. For each activity, list the number of hours spent per month on work release time, on your job time and on your own time.

20.1	Preparation for field experience:	20.11 Release time	____hours
		20.12 On-the-job	____hours
		20.13 On own time	____hours
		20.14 Total	____hours
20.2	Supervised field training - field supervisors/trainers observing you working with children and discussing your performance with you	20.21 Release time	____hours
		20.22 On-the-job	____hours
		20.23 On own time	____hours
		20.24 Total	____hours
20.3	Supervised field training - other Head Start supervisory staff observing you working with children and discussing your performance with you	20.31 Release time	____hours
		20.32 On-the-Job	____hours
		20.33 On own time	____hours
		20.34 Total	____hours
20.4	Preparation for classes	20.41 Release time	____hours
		20.42 On-the-job	____hours
		20.43 On own time	____hours
		20.44 Total	____hours
20.5	Attending seminars/workshops	20.51 Release time	____hours
		20.52 On-the-job	____hours
		20.53 On own time	____hours
		20.54 Total	____hours
20.6	Other (specify): _____	20.61 Release time	____hours
	_____	20.62 On-the-job	____hours
	_____	20.63 On own time	____hours
	_____	20.64 Total	____hours

21. What are the benefits that you have received from CDA training? (Check those which you feel are most important)

21.1 ____ Training will improve my skills in working with children;
21.2 ____ There is an opportunity to obtain college credits for training;
21.3 ____ Training will enable me to receive the CDA credential and professional recognition;
21.4 ____ Training will prepare me for a better job;
21.5 ____ Able to integrate academic work and "on-the-job" training experiences;
21.6 ____ Helped to plan my own training;
21.7 ____ None; I don't believe I have benefitted from the training.

22. What are the areas that need the most improvement in the CDA training program? Check the two that are most important:

22.1 _____ More time with field supervisor/trainer;
22.2 _____ More academic training;
22.3 _____ Avoid repeating material I already know;
22.4 _____ More supervised field experience;
22.5 _____ Ensure that credit received for training is transferable to other colleges and meets degree requirements;
22.6 _____ Better training and preparation of field supervisor/trainer in early childhood education and the CDA competencies;
22.7 _____ Better coordination of field experience and academic training;
22.8 _____ Trainee participation in development of a training plan;
22.9 _____ The program is O.K. as is;
22.10 _____ Other (specify): _____

_____

23. How long have you been in CDA training? ____ yrs. ____ mos.

24. How far along are you in your CDA training? (Check only one)

24.1 _____ CDA training completed, CDA credential received, and continuing in HSST training toward a degree;
24.2 _____ CDA training completed, and continuing in HSST training while awaiting final assessment of CDA credential;
24.3 _____ CDA training completed, no additional HSST anticipated, while awaiting final assessment for the CDA credential;
24.4 _____ Continuing CDA training;
24.5 _____ Dropping out of HSST/CDA; or
24.6 _____ Counseled out of the program.

25. How much longer do you plan to be in training? ____ yrs. ____ mos.

26. Have you undergone an initial appraisal by your training institution to determine your competence in the six (6) CDA competency areas?

1. Yes____ 2. No____

27. Check all competencies that were identified in your initial appraisal as having been satisfied:

27.1 Setting up a safe and healthy learning environment; 1. Yes____ 2. No____
27.2 Advancing physical and intellectual competence; 1. Yes____ 2. No____
27.3 Building positive self-concept and individual strength; 1. Yes____ 2. No____
27.4 Organizing and sustaining the positive functioning of children/adults in a group in a learning environment; 1. Yes____ 2. No____
27.5 Bringing about optimal coordination of home and center child-rearing practices and expectations; or 1. Yes____ 2. No____
27.6 Carrying out supplementary responsibilities related to the children's program. 1. Yes____ 2. No____

28. Are you planning to continue your education after you complete CDA training?
1. Yes____ 2. No____
3. No, I already have a Degree _____

28.1 If yes, do you plan to continue taking courses at the same insitution in which you are receiving CDA training? 1. Yes____ 2. No____

28.2 If Yes, do you plan to work toward a degree?

28.21____Yes, a Vocational Certificate
28.22____Yes, an Associates Arts Degree
28.23____Yes, a BA/BS Degree
28.24____Yes, a Masters Degree
28.25____No

28.3 How many additional credits do you need to complete your degree requirements? #_____credit(s)

28.4 How long do you think this will take? _____yrs. _____mos.

29. Are you presently in or have you ever been in Head Start Supplementary Training other than CDA? 1. Yes____ 2. No____

29.1 If yes, how many credits did you receive in this training?

29.2 If yes, which of the following degrees have you earned?

29.21____Vocational Certificate
29.22____Associate Arts Degree
29.23____BA/BS Degree
29.24____Master's Degree
29.25____No Degree Received

29.3 What was the area in which your studies were concentrated?

29.31____Early Childhood Education
29.32____Child Development
29.33____Elementary Education
29.34____Social Work
29.35____Psychology
29.36____Art/Literature/Music or other credits relating to Pre-School children
29.37____Other (specify): _____

_____

_____

30. Listed below are some methods that are used to provide academic experiences in CDA training. Indicate the number of hours per month that you spend in these activities and place a check (✓) next to the three (3) activities or learning aides that you find most useful or helpful.

		Number of hours per month	Most Useful
30.1	Existing college courses;	_____	____
30.2	Courses or lectures arranged by faculty or resource persons on the basis of student interest or demand;	_____	____
30.3	Independent study or reading arranged with faculty members;	_____	____
30.4	Workshops, seminars and small group discussion;	_____	____
30.5	Correspondence courses;	_____	____
30.6	Programmed instruction, prepared modules, or learning activity packages;	_____	____
30.7	Supplementary reading assignments, followed by discussion;	_____	____
30.8	Films, video-tapes and filmstrips;	_____	____
30.9	Mobile training units brought to the field placement site;	_____	____
30.10	Use of television for coursework;	_____	____
30.11	Other (Specify): _____		

_____

_____

31. Listed below are some methods that are used in the field to help trainees acquire the CDA competencies. Indicate the number of hours per month that you spend in these activities and place a check (✓) next to the three (3) activities or learning aides that you find most useful or helpful.

		Number of Hours per month	Most Useful
31.1	Demonstrations by the CDA staff or others, followed by group discussions;	_____	_____
31.2	On-the-job discussions with other staff or training institution supervisor;	_____	_____
31.3	Use of the audio-visual materials with prepared discussion guides that highlight examples of CDA competencies;	_____	_____
31.4	Self-appraisal, guided by evaluation sheets or criteria supplied by CDA training staff;	_____	_____
31.5	Use of video-tape recorders or audio-tape recorders to tape teaching for self-analysis or evaluation by other CDA trainees;	_____	_____
31.6	Observations and evaluation where two or more trainees work together to learn competencies;	_____	_____
31.7	Personal journals and diaries;	_____	_____
31.8	Child Study: Observing specific behaviors or doing case studies;	_____	_____
31.9	Individual conferences with training supervisor, followed by feedback and goal-setting related to development of the CDA competencies;	_____	_____
31.10	Discussion groups or seminars in which "What happened this morning" is related to the CDA competencies, to theoretical knowledge of child growth and development, and to principles of curriculum and instruction;	_____	_____
31.11	On-site workshops focused on curriculum, teaching methods, parent involvement and other subjects related to CDA competency areas;	_____	_____
31.12	Field visits to experimental programs, community agencies, and child care programs with different philosophies or physical set-ups;	_____	_____
31.13	Exchange placements with other CDA trainees;	_____	_____
31.14	Independent projects;	_____	_____
31.15	Other (specify): _____	_____	_____
	_____		
	_____		

32. Have any of the following conditions interrupted your CDA training? Check those that apply.

32.1 ____ Pregnancy
32.2 ____ Illness
32.3 ____ Family illness
32.4 ____ Lack of babysitter
32.5 ____ Lack of transportation
32.6 ____ Lack of support from family member
32.7 ____ Time of training
32.8 ____ Another job
32.9 ____ None
32.10 ____ Other (specify): _____

_____

_____

V. CDA ASSESSMENT

33. Have you sent the initial enrollment form for assessment to the CDA Consortium? 1. Yes____ 2. No____

34. Has the Consortium sent you the application packet? 1. Yes____ 2. No____

35. Have you returned the application form to the Consortium? 1. Yes____ 2. No____

36. Are you scheduled for assessment? 1. Yes____ 2. No____

36.1 If yes, in which month? _____ 19___

37. Have you been assessed by the CDA Consortium? 1. Yes____ 2. No____

38. Have you received the CDA credential? 1. Yes____ 2. No____

38.1 If no, when do you expect to be ready for assessment by the CDA Consortium?

38.11 ____ December - 1977
38.12 ____ March - 1978
38.13 ____ June - 1978
38.14 ____ September - 1978
38.15 ____ Later than September, 1978

39. What are your plans upon completing CDA training? (Check only one)

39.1 ____ I will continue my present job;
39.2 ____ I will apply for a higher position with my present employer;
39.3 ____ I am going to seek other employment related to child care;
39.4 ____ I am going to seek other employment not related to child care;
39.5 ____ I am going to stop working; or
39.6 ____ Other (specify): _____

_____

_____

40. Do you need additional information about the CDA Consortium and the Credential Award System?

40.1 If yes, contact Mary Rogers at the CDA Consortium, Toll-free number, (800) 424-5110.

VI. COST OF CDA TRAINING

41. Since September, 1976, have you spent any of your own money for participation in CDA training? 1. Yes____ 2. No____

41.1 If yes, place an "X" by each category where money is spent by you and list the approximate amount per month.

41.11____	Babysitting	41.11a Amount each month $_____
41.12____	Travel	41.12a Amount each month $_____
41.13____	Books	41.13a Amount each month $_____
41.14____	Tuition	41.14a Amount each month $_____
41.15____	Other (specify):	41.15a Amount each month $_____

_____

VII. INFORMATION BROCHURE/ENROLLMENT FORM

Attached at the back of this questionnaire is an Information Brochure/Enrollment Form from the Child Development Associate (CDA) Consortium. It has been provided so that you can learn more about the CDA credential and the CDA Consortium. Contained in the brochure is an enrollment form. This enrollment form should be sent to the CDA Consortium as the first step in your progress toward receiving your CDA credential. The enrollment form should be sent to the CDA Consortium at the address noted on the back. (If you have previously sent an enrollment form to the CDA Consortium, you are already enrolled).